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ABSTRACT

This report addresses the issue of female faculty's equitable representation in the Pennsylvania State System between 1974 and 1989. The data contained in the report represents a determination of the extent to which women were present and equitably represented on the faculty within the State System and at each of its 14 universities. Comparisons are provided as they relate to the numbers and percentages within the State System and for similar Category II-A and II-B public universities in the following areas: (1) the numbers and percentages of full-time faculty by sex; (2) the distributions of full-time faculty among professorial ranks by sex; (3) the numbers and percentages of full-time faculty at full professor rank by sex; (4) student full-time equivalent (FTE) enrollment by enrollment status and sex; and (5) ratios of undergraduate student FTE enrollment to full-time total faculty by sex. Analyses of the data show that full-time female faculty are a minority within the State System. Additionally, the percentages of female faculty are not only concentrated at the lower ranks, but show an increasing rate at each succeeding lower rank. Conclusions and remarks concerning corrective action are provided. Twelve system-wide tables and 16 system-wide data figures are included in the text, and 2 appendixes comprising the greater part of the document contain tables and figures for each of the 14 State System of Higher Education universities. Contains 20 references. (GLR)

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by
Mary A. Keetz,
Director, Institute for Women
West Chester University of Pennsylvania

Published by:
**The Women's Consortium
of the
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*For Women in
Pennsylvania's State System of Higher Education*



*When the unreal is taken for the real, then
the real becomes unreal;
When non-existence is taken for existence, then
existence becomes non-existence*

--Dreams of the Red Chamber by Tsao Hsueh-chin,
Translated from the Chinese by Chi-Chen Wang

FOREWORD

For the past 10 years, the Institute for Women has released a series of reports about faculty in Pennsylvania's State System of Higher Education (State System). This report, a 16-year longitudinal study, is the first by any group or individual within the State System to address the issue of female faculty's equitable representation in the State System. This data will serve as a basis for determining the extent to which women were present and equitably represented on the faculty within the State System and at each of its 14 universities.

A lengthy study such as this could not have been completed without the support of a number of individuals and offices. My appreciation is extended to the Department of Data Services, Pennsylvania Department of Education, for its cooperation in supplying most of the information on which the study is based; John P. Jacobsen, Data and Information Manager, Office of the Chancellor, State System of Higher Education, for providing the Central Management Information Center faculty information for 1986-87; Maryse Eymonerie Associates for supplying the summary statistics for Category II-A and II-B public universities; and the Women's Consortium of the State System of Higher Education for funding the printing of this study.

My sincere appreciation also is extended to Marjorie Clay, Chair, Department of Philosophy, Bloomsburg University of Pennsylvania; Deborah Sieger, Chair, Department of Criminal Justice/Social Welfare, and Lisa Ladd-Kidder, Director, Academic Advisement, Kutztown University of Pennsylvania; and Susan Luek, Professor of Psychology, Millersville University of Pennsylvania, for their help in preparing the study for printing. They are members of the Women's Consortium of the Pennsylvania State System of Higher Education who have given generously of their time and knowledge.

I would like to thank the individuals at West Chester University of Pennsylvania -- Thomas Egan, Director, Management Information Systems, for his critical evaluation and suggestions; George Ricciardi, Training Specialist, Academic Computer Center, for his assistance with the tables and figures; Alice Conway, Clerical Supervisor, Center for Academic Excellence, for her untiring secretarial support; and M. Jane Smyth, Graphic Artist, and Jacquelyn Carter, Composition Typist, Graphics and Printing, for their aid in preparing the text for printing.

Warm and sincere words of thanks go to those who are deeply and personally linked to the research and my work as Director of the Institute for Women: Eugene Kray, Dean, and Rhoda Todd, Associate Dean, University College; Elizabeth Logan, Assistant to the Provost; and Jane Swan, Professor of History.

I also wish to thank Elizabeth Giangiulio, Director, Career Development Center; Joseph Hall, Professor of Education; and William Morehouse, Chair, Department of Theatre Arts, for their insightful reviews of the various drafts of the text. Their efforts have been invaluable in my goal of creating an accurate and informative historical study.

Mary A. Keetz, *Director*
Institute for Women
15 October 1991

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I. PURPOSE

The purpose of this study is to establish an information base from 1974-75 through 1989-90 on full-time faculty in the State System and at each of its 14 universities. The information base will permit longitudinal comparisons to be made about the following:

- (1) the numbers and percentages of full-time faculty by sex as related to the numbers and percentages within the State System and for similar Category II-A and II-B public universities,
- (2) the distribution of full-time faculty among professorial ranks by sex as related to the numbers and percentages within the State System and for similar Category II-A and II-B public universities,
- (3) the numbers and percentages of full-time faculty at full professor rank by sex as related to the numbers and percentages within the State System and for similar Category II-A and II-B public universities,
- (4) student FTE enrollment by enrollment status and sex within the State System, and
- (5) ratios of undergraduate student FTE enrollment to full-time total faculty by sex within the State System.

These comparisons will indicate the extent to which the number, percentage, and distribution among ranks of State System female faculty have increased or decreased over a period of time and are representative of female faculty at similar Category II-A and II-B public universities. The analyses will also show the degree to which student enrollment and ratios of undergraduate student FTE enrollment to full-time total faculty by sex have fluctuated since 1974-75.

II. HISTORICAL PERSPECTIVE

Women were formally recognized as an equity group on April 19, 1988 when the State System of Higher Education Board of Governors approved the "*Affirmative Action and Equal Opportunity Plan: A Prospectus (Prospectus)*." Each State System university was charged to use the Prospectus as a guide in developing its affirmative action plan for the following groups: Blacks (Whites at Cheyney University), Hispanics, Asians/Pacific Islanders, Native Americans, Women, Vietnam Veterans, and the Disabled. The 14 plans were then to comprise the State System's Affirmative Action Plan for the academic years 1988-89 through 1992-93.

No explanation or documentation was given to explain the inclusion of women with the other equity groups in the *Prospectus*. Rather, the *Prospectus* suggested that the numbers of female faculty were inadequate and their professional advancement was limited. The *Prospectus*' three-page chapter, "*The State System Commitment to Women in Higher Education*," recommended that the American Council on Education Commission on Women in Higher Education's 15 guidelines should be adopted by the State System "*as standards against which to develop policy and procedures*" (p. 37). The second of the 15 guidelines stated: "*Identify and correct inequities that may exist in hiring, promotion, tenure, and salary of women faculty, administrators, and staff*" (p.38).

A review of documents published by the State System and the faculty union, Association of Pennsylvania State College and University Faculty (APSCUF), suggests the historical significance of the 1988 *Prospectus* as the document relates to women. It appears that neither the Pennsylvania Department of Education prior to 1983 and the Chancellor's Office after 1983 nor APSCUF mentioned women as a separate equity group prior to the publication of the System-wide affirmative action policy in 1988. Nor can evidence be found that either group has analyzed or publicized information about gender equity in the State System's faculty since the publication of the *Prospectus*, despite the availability of data.

The first State System planning document, "*The Mission and the Strategic Direction Statements for the State System of Higher Education*" (1984), did not mention a gender-balanced faculty when it identified eight strategic direction statements for subsequent System-wide planning. However, the

seventh strategic direction statement did deal with the System's need to attract, serve, and retain minority students. The latter part of the seventh statement also addressed minority faculty: *"Each university will intensify efforts to attract and retain minority faculty and staff, and to seek cooperation with local business and industry to improve educational opportunities for minority employees. The universities will share expertise and successes in cultural integration and support"* (p. 9).

Nor is there any evidence that APSCUF considered the importance of the issue of gender equity in the State System. The APSCUF Committee on Quality in Higher Education prepared two publications concerning excellence in public higher education: *"Excellence in Public Higher Education, A Call for Action: Comments and Recommendations"* (March, 1984, Revised May, 1984) and *"Faculty Development in the State System of Higher Education, An Agenda for Reform: Comments and Recommendations"* (April, 1986). Neither document discussed the numbers and professional advancement of female faculty within the State System.

In contrast to the first State System planning document (1984), the second planning document, *"Priorities for Pennsylvania's State System of Higher Education during the 1990s"* (1990; *Priorities*), was more specific about the relatively low number of female faculty that was suggested in the 1988 *Prospectus*. It recommended that each university *"should establish a special committee or commission of faculty and administrators to develop goals, criteria, guidelines, and procedures for the recruitment of new faculty"* (p. 36). Tasks which might be assigned to such a committee included:

- 1) providing *"leadership in educating colleagues about the need for greater diversity within the faculty to enrich the campus community and enhance the education of our students; diversity encompasses racial, ethnic and socioeconomic background, age, gender, and atypical work or life experiences"* (p. 36), and
- 2) developing *"awareness of the comparatively low ratio of female faculty to the increasing numbers of female students (1 to 42) and to the increasing availability of female doctorates; recommend particular strategies for recruiting and retaining women faculty, such as child care, flexible course scheduling for single parents, dual appointments, spousal appointments at sister universities, and other appropriate initiatives"* (p. 37).

One datum cited in the planning document, the low ratio of female faculty to female students, was not clear. What were the definitions of the terms *"female faculty"* and *"female students?"* What time period was cited for the ratio? How was the ratio calculated? How did this ratio compare to ratios for earlier and/or later time periods?

This longitudinal study examines the readily available data about State System faculty to answer the following series of significant questions related to the inclusion of women in the 1988 *Prospectus* as an equity group:

- 1) What are the numbers, percentages, and distribution among professorial ranks of female faculty prior to the State System's 1988 affirmative action plan?
- 2) Has the number and percentage of female faculty remained constant?
- 3) Are female faculty represented equitably at each professorial rank?

These and other questions concerning faculty gender equity within the State System and at each of the 14 State System universities can and must be answered.

III. METHOD

The author has collected data for faculty and students in the State System. The State System Universities are classified as Category II-A or II-B institutions in the American Association of University Professors' (AAUP) annual report on the economic status of the profession. This classification system permits comparative analyses between the State System, national averages, and a sample of similar public colleges/universities.

Data about full-time faculty in the State System were obtained from the following sources:

1974-1975

AAUP's annual report on the economic status of the profession. This was the first year that AAUP reported faculty at each professorial rank by sex. No faculty data were available from the Pennsylvania Department of Education for this year.

1975-76 through 1985-86 and 1987-88 through 1989-90

Division of Data Services, Pennsylvania Department of Education.

1986-1987

Central Management Information Center Data Base. Complete data were not available from the Pennsylvania Department of Education or AAUP's annual report on the economic status of the profession.

Linear interpolation was used to estimate full-time faculty for Cheyney University in 1976-77 and 1977-78 and for Mansfield University in 1975-76 as no data were reported for these time periods. Estimated numbers for full-time faculty at Cheyney and Mansfield were rounded to the nearest whole numbers in Tables 1-5; this explained the slight differences in total numbers for Cheyney (1976-77 and 1977-78) and Mansfield (1975-76) in Appendix A Tables 1.

Data about full-time and part-time undergraduate students enrolled in the State System from 1974-75 through 1989-90 were obtained from the Division of Data Services, Pennsylvania Department of Education. Full-time equivalent (FTE) for students was calculated as:

$$\text{FTE} = \text{Number of full-time students} + 1/2 \text{ Number of part-time students.}$$

Fractional student FTE enrollment figures were rounded to the nearest whole numbers in Tables 7 and 8; this explained the slight differences in total numbers in Appendix A Tables 4.

The term "status" was defined as the number of full-time faculty and their distribution among the four professorial ranks: professor, associate professor, assistant professor and instructor.

The definitions for Category II-A or II-B public colleges/universities were the same as those used by AAUP in its annual reports on the economic status of the profession.

Category II-A (*Comprehensive Institutions*)

These institutions are characterized by diverse post-baccalaureate programs (including first professional) but do not engage in significant doctoral-level education.

Category II-B (*General Baccalaureate*)

These institutions are characterized by their primary emphasis on general undergraduate baccalaureate level education. These institutions are not significantly engaged in post-baccalaureate education.

Comparative data about full-time faculty at Category II-A and II-B public colleges/universities were obtained from the following sources:

California

Information about 17 of the 19 California State Universities was obtained from AAUP's Annual Report on the Economic Status of the Profession, 1989-90 (1990). Two universities were excluded because they were polytechnic institutions.

New York

Data for the 12 State University of New York (SUNY) Colleges in these Categories were obtained from AAUP's Annual Report on the Economic Status of the Profession, 1989-90 (1990).

New Jersey

Data for the State Colleges were obtained from the New Jersey Department of Higher Education.

National Totals

Data were tabulated by Maryse Eymonerie Associates and based on information provided by institutions for the purpose of the AAUP Annual Report on the Economic Status of the Profession, 1989-90 and published in *Academe: Bulletin of the AAUP* (1990).

**FINDINGS AND REMARKS
REGARDING SYSTEM-WIDE DATA**



Table 1 - Distribution of Full-time Total Faculty by Institution and Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

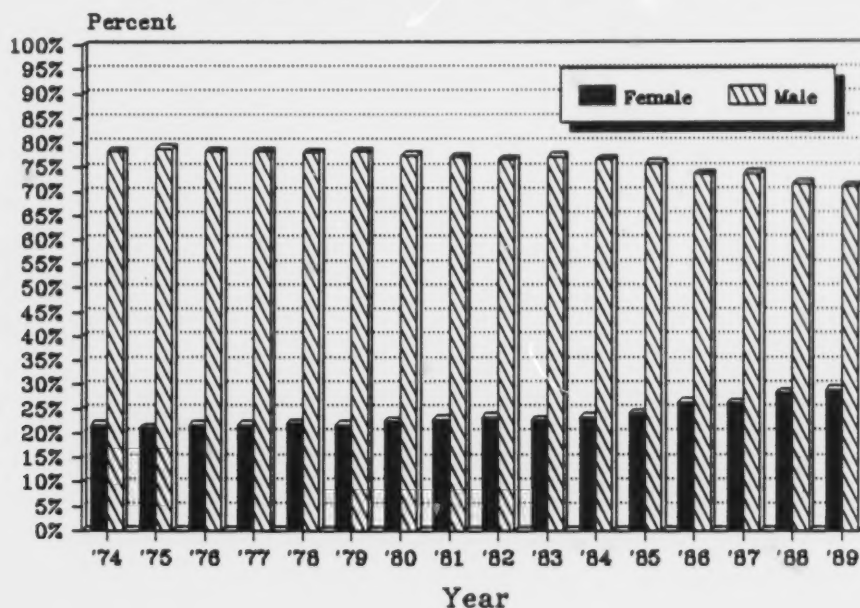
SEX	Bloomsburg		California		Cheyney		Clarion		Edinboro		E. Strburg		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Ship'burg		Sl. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
YEAR	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	44	219	52	284	50	95	50	198	64	341	57	151	122	414	57	200	35	123	56	158	64	205	55	241	68	238	118	344	890	3205	4095
	17%	83%	15%	85%	34%	66%	20%	80%	16%	84%	27%	73%	23%	77%	22%	78%	22%	78%	26%	74%	24%	76%	19%	81%	22%	78%	26%	74%	22%	78%	100%
1975-76	46	224	41	262	49	134	54	202	61	347	49	153	120	411	55	207	38	124	52	154	57	215	37	235	72	238	133	321	864	3225	4089
	17%	83%	14%	86%	27%	73%	21%	79%	15%	85%	24%	76%	23%	77%	21%	79%	23%	77%	25%	75%	21%	79%	14%	86%	23%	77%	29%	71%	21%	79%	100%
1976-77	47	229	44	268	50	115	57	203	67	348	52	156	120	421	58	209	33	123	47	151	65	211	38	226	76	239	138	328	892	3227	4119
	17%	83%	14%	86%	30%	70%	22%	78%	16%	84%	25%	75%	22%	78%	22%	78%	21%	79%	24%	76%	24%	76%	14%	86%	24%	76%	30%	70%	22%	78%	100%
1977-78	51	230	46	271	68	116	54	195	63	342	53	165	119	427	53	209	33	123	47	151	80	228	38	240	73	230	126	336	902	3263	4165
	18%	82%	15%	85%	37%	63%	22%	78%	16%	84%	24%	76%	22%	78%	20%	80%	21%	79%	24%	76%	26%	74%	13%	87%	24%	76%	27%	73%	22%	78%	100%
1978-79	58	237	49	270	68	116	57	199	61	336	63	166	132	428	55	209	35	119	44	155	66	219	33	240	76	232	125	344	922	3270	4192
	20%	80%	15%	85%	37%	63%	22%	78%	15%	85%	28%	72%	24%	76%	21%	79%	23%	77%	22%	78%	23%	77%	12%	88%	25%	75%	27%	73%	22%	78%	100%
1979-80	64	235	48	281	68	116	50	206	59	326	50	161	137	417	50	215	31	118	39	149	64	235	32	246	79	232	134	334	903	3251	4154
	21%	79%	15%	85%	37%	63%	20%	80%	15%	85%	24%	76%	25%	75%	19%	81%	21%	79%	21%	79%	21%	79%	12%	88%	25%	75%	29%	71%	22%	78%	100%
1980-81	64	235	41	246	68	113	54	211	51	293	59	163	164	464	54	214	40	122	37	127	68	225	31	240	78	228	136	341	935	3222	4157
	21%	79%	14%	86%	38%	62%	20%	80%	15%	85%	27%	73%	25%	75%	20%	80%	25%	75%	23%	77%	23%	77%	11%	89%	25%	75%	29%	71%	22%	78%	100%
1981-82	70	232	41	244	65	109	54	208	62	282	57	170	166	478	54	212	39	124	36	131	68	218	27	238	81	238	133	331	953	3215	4168
	23%	77%	14%	86%	37%	63%	21%	79%	18%	82%	25%	75%	26%	74%	20%	80%	24%	76%	22%	78%	24%	76%	10%	90%	25%	75%	29%	71%	23%	77%	100%
1982-83	74	237	39	228	62	101	56	218	60	266	59	169	194	495	56	214	40	127	42	149	62	217	31	240	79	231	130	332	984	3224	4208
	24%	76%	15%	85%	38%	62%	20%	80%	18%	82%	26%	74%	28%	72%	21%	79%	24%	76%	22%	78%	22%	78%	11%	89%	25%	75%	28%	72%	23%	77%	100%
1983-84	74	241	40	229	46	85	59	210	50	252	57	170	163	478	57	214	37	130	31	130	76	223	37	238	76	239	131	326	934	3163	4097
	23%	77%	15%	85%	35%	65%	22%	78%	17%	83%	25%	75%	26%	74%	21%	79%	22%	78%	19%	81%	25%	75%	13%	87%	24%	76%	29%	71%	23%	77%	100%
1984-85	78	250	42	219	49	89	51	196	50	249	58	178	175	488	62	218	36	129	44	142	75	227	43	230	79	242	126	318	968	3175	4143
	24%	76%	16%	84%	36%	64%	21%	79%	17%	83%	25%	75%	26%	74%	22%	78%	22%	78%	24%	76%	25%	75%	16%	84%	25%	75%	28%	72%	23%	77%	100%
1985-86	91	246	41	222	52	90	66	231	57	247	57	163	153	453	64	221	38	130	42	137	78	228	43	231	84	246	121	323	1007	3168	4175
	27%	73%	16%	84%	37%	63%	27%	73%	19%	81%	26%	74%	25%	75%	22%	78%	23%	77%	23%	77%	25%	75%	16%	84%	25%	75%	27%	73%	24%	76%	100%
1986-87	100	244	50	224	55	100	80	237	71	258	66	174	197	505	102	237	40	136	43	136	84	229	61	248	98	250	147	350	1194	3328	4522
	29%	71%	18%	82%	35%	65%	25%	75%	22%	78%	28%	73%	28%	72%	30%	70%	23%	77%	24%	76%	27%	73%	20%	80%	28%	72%	30%	70%	26%	74%	100%
1987-88	85	241	50	220	54	88	88	232	70	252	67	170	172	460	107	244	36	129	39	133	81	230	55	233	101	242	129	313	1134	3187	4321
	26%	74%	19%	81%	38%	62%	28%	73%	22%	78%	26%	72%	27%	73%	30%	70%	22%	78%	23%	77%	26%	74%	19%	81%	29%	71%	29%	71%	26%	74%	100%
1988-89	96	244	60	223	43	67	104	213	84	252	74	168	193	489	113	240	45	129	41	133	80	229	72	239	116	250	151	329	1272	3205	4477
	28%	72%	21%	79%	39%	61%	33%	67%	25%	75%	31%	69%	28%	72%	32%	68%	26%	74%	24%	76%	26%	74%	23%	77%	32%	68%	31%	69%	28%	72%	100%
1989-90	99	249	74	232	44	62	111	209	111	262	70	151	178	459	117	245	55	128	46	131	93	234	69	228	106	249	126	339	1299	3178	4477
	28%	72%	24%	76%	42%	58%	35%	65%	30%	70%	32%	68%	28%	72%	32%	68%	30%	70%	26%	74%	28%	72%	23%	77%	30%	70%	27%	73%	29%	71%	100%
TOTALS	1141	3793	756	3903	891	1596	1066	3366	1041	4653	948	2626	2495	7285	1114	3608	611	2014	688	2285	1161	3673	700	3793	1340	3820	2104	6309	16053	51506	67559

IV. Findings and Remarks Regarding System-Wide Data

1. Number, Percentage and Distribution of Full-time Total Faculty by Institution and Sex (Table 1, Figure 1, Appendix A Tables 1, and Appendix B Figures 1)

During the 16-year period, the number of full-time State System total faculty grew in number from 4,095 to 4,477, an increase of 382 positions (Table 1). Female total faculty numbered 890 (22%) in 1974-75 and 1,299 (29%) in 1989-90, an increase of 409 women. During the same period, the number of male total faculty declined from 3,205 (78%) to 3,178 (71%), a decrease of 27 males. Figure 1 shows that most of the increase in the percentage of female total faculty in the State System occurred since 1986-87.

Figure 1 - Full-time Total Faculty by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



Female total faculty increased eight to 15 percentage points at eight campuses (Bloomsburg, California, Cheyney, Clarion, Edinboro, Kutztown, Lock Haven and Slippery Rock) during this time period. Four campuses (East Stroudsburg, Indiana, Millersville and Shippensburg) showed a four or five percent increase of female total faculty. The remaining campuses had no increase (Mansfield) and an increase of one percent (West Chester) during the 16-year period. Table 1, Appendix A Table 1 for each university, and Appendix B Figure 1 for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System total faculty by sex from 1974-75 through 1989-90.

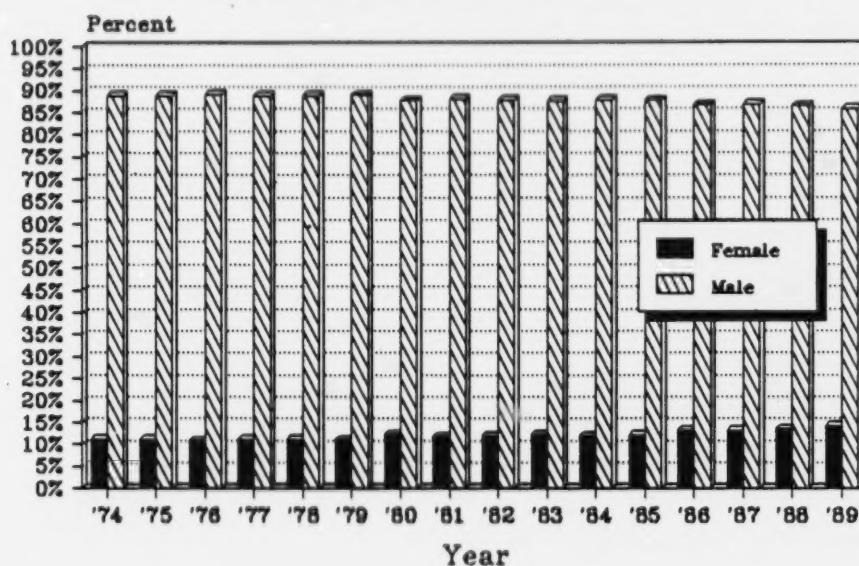
Table 2 - Distribution of Full-time Professors by Institution and Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

SEX	Bloomsbg		California		Cheyney		Clarion		Edinboro		E. Strburg		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Ship'burg		St. Rock		W.Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
YEAR	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	9	73	5	113	7	25	6	58	8	105	8	53	17	155	13	51	6	31	5	41	7	61	8	67	7	75	26	129	130	1037	1167
	11%	89%	4%	96%	22%	78%	9%	91%	7%	93%	13%	87%	10%	90%	20%	80%	16%	84%	11%	89%	10%	90%	8%	92%	9%	91%	17%	83%	11%	89%	100%
1975-76	10	73	5	110	6	32	8	50	9	112	9	59	18	168	13	60	7	34	5	43	7	66	8	69	8	85	24	111	135	1081	1216
	12%	88%	4%	90%	16%	84%	12%	88%	7%	93%	13%	87%	10%	90%	18%	82%	17%	83%	10%	90%	10%	90%	8%	92%	9%	91%	18%	82%	11%	89%	100%
1976-77	11	75	7	111	7	29	8	61	9	124	8	65	21	185	14	62	5	37	4	44	6	69	8	74	8	92	24	110	138	1138	1276
	13%	87%	6%	94%	19%	81%	12%	88%	7%	93%	11%	89%	10%	90%	18%	82%	12%	88%	8%	92%	8%	92%	8%	93%	8%	92%	18%	82%	11%	89%	100%
1977-78	9	76	7	111	13	42	8	62	9	129	10	66	25	186	14	67	6	40	3	44	6	82	5	85	9	94	26	118	150	1202	1352
	11%	89%	6%	94%	24%	76%	11%	89%	7%	93%	13%	87%	12%	88%	17%	83%	13%	87%	6%	94%	7%	93%	6%	94%	9%	91%	18%	82%	11%	89%	100%
1978-79	9	81	7	112	13	42	11	64	10	128	10	68	28	190	15	69	6	40	5	48	6	82	5	91	8	97	21	117	154	1229	1383
	10%	90%	6%	94%	24%	76%	15%	85%	7%	93%	13%	87%	13%	87%	18%	82%	13%	87%	9%	91%	7%	93%	5%	95%	8%	92%	15%	85%	11%	89%	100%
1979-80	11	81	7	111	13	42	12	70	8	125	9	70	27	193	14	73	6	40	4	51	6	85	5	94	11	101	22	118	155	1254	1409
	12%	88%	6%	94%	24%	76%	15%	85%	6%	94%	11%	89%	12%	88%	16%	84%	13%	87%	7%	93%	7%	93%	5%	95%	10%	90%	16%	84%	11%	89%	100%
1980-81	11	87	6	108	16	42	13	74	9	117	9	65	29	205	18	76	8	43	4	46	8	82	5	96	17	105	24	120	177	1266	1443
	11%	89%	5%	95%	28%	72%	15%	85%	7%	93%	12%	88%	12%	88%	16%	81%	16%	84%	8%	92%	9%	91%	5%	95%	14%	86%	17%	83%	12%	88%	100%
1981-82	12	85	6	110	15	38	12	73	8	113	11	74	29	205	19	82	9	45	4	44	6	84	4	103	17	110	20	118	172	1284	1456
	12%	88%	5%	95%	28%	72%	14%	86%	7%	93%	13%	87%	12%	88%	16%	81%	17%	83%	8%	92%	7%	93%	4%	96%	13%	87%	14%	86%	12%	88%	100%
1982-83	12	87	9	110	14	36	11	81	11	113	12	76	28	209	19	86	11	45	4	46	8	88	4	109	17	111	21	121	181	1318	1499
	12%	88%	8%	92%	28%	72%	12%	88%	9%	91%	14%	86%	12%	88%	18%	82%	20%	80%	8%	92%	8%	92%	4%	96%	13%	87%	15%	85%	12%	88%	100%
1983-84	12	87	10	105	15	33	11	80	11	114	12	76	32	206	18	88	10	48	4	44	7	89	5	112	16	114	22	121	185	1317	1502
	12%	88%	9%	91%	31%	69%	12%	88%	9%	91%	14%	86%	13%	87%	17%	83%	17%	83%	8%	92%	7%	93%	4%	96%	12%	88%	15%	85%	12%	88%	100%
1984-85	14	90	10	104	13	34	9	79	11	120	14	80	30	215	17	88	10	49	4	47	7	87	6	112	17	116	22	120	184	1341	1525
	13%	87%	9%	91%	28%	72%	10%	90%	8%	92%	15%	85%	12%	88%	16%	84%	17%	83%	8%	92%	7%	93%	5%	95%	13%	87%	15%	85%	12%	88%	100%
1985-86	12	88	11	101	14	39	10	82	12	121	15	82	27	211	16	90	12	49	4	46	7	88	7	114	17	115	23	119	187	1345	1532
	12%	88%	10%	90%	26%	74%	11%	89%	9%	91%	15%	85%	11%	89%	15%	85%	20%	80%	8%	92%	7%	93%	6%	94%	13%	87%	16%	84%	12%	88%	100%
1986-87	14	81	14	100	16	39	9	88	16	123	17	84	33	217	17	88	10	51	5	49	10	94	7	120	18	115	25	124	211	1373	1584
	15%	85%	12%	88%	29%	71%	9%	91%	12%	88%	17%	83%	13%	87%	16%	84%	16%	84%	9%	91%	10%	90%	6%	94%	14%	86%	17%	83%	13%	87%	100%
1987-88	14	81	14	99	15	35	8	88	14	124	17	80	29	202	18	83	11	50	5	51	11	95	7	120	18	117	22	116	203	1341	1544
	15%	85%	12%	88%	30%	70%	8%	92%	10%	90%	18%	82%	13%	87%	18%	82%	18%	82%	9%	91%	10%	90%	6%	94%	13%	87%	16%	84%	13%	87%	100%
1988-89	16	82	15	95	13	26	9	83	15	129	18	81	30	211	18	88	10	47	3	51	13	101	10	132	20	115	24	118	214	1359	1573
	16%	84%	14%	86%	33%	67%	10%	90%	10%	90%	18%	82%	12%	88%	17%	83%	18%	82%	6%	94%	11%	89%	7%	93%	15%	85%	17%	83%	14%	86%	100%
1989-90	17	86	14	94	15	25	9	79	14	121	19	72	29	201	18	92	10	49	3	50	13	100	14	139	19	112	29	125	223	1345	1568
	17%	83%	13%	87%	38%	63%	10%	90%	10%	90%	21%	79%	13%	87%	16%	84%	17%	83%	6%	94%	12%	88%	9%	91%	15%	85%	19%	81%	14%	86%	100%
TOTALS	193	1313	147	1694	205	559	154	1181	174	1918	198	1151	432	3159	261	1243	137	698	66	745	128	1363	102	1637	227	1674	375	1905	2796	20230	23029

2. **Number, Percentage, and Distribution of Full-time Professors by Institution and Sex**
(Table 2, Figure 2, Appendix A Tables 1, and Appendix B Figures 2)

The number of State System full-time faculty at the highest rank has increased from 1,167 to 1,568, an increase of 401 positions during the 16-year time period (Table 2). The number of faculty at the professor rank has increased for both women and men; however, the increase in the number of male faculty is greater. Female professors numbered 130 (11%) in 1974-75 and 223 (14%) in 1989-90, an increase of 93 women since 1974-75. During the same time period, the number of male professors increased from 1,037 (89%) to 1,345 (86%), an increase of 308 males since 1974-75. Most of the increase in the number of female professors occurred since 1980-81; the increase in the number of male professors occurred since 1974-75. Figure 2 shows the percentages of full-time State System faculty at the professor rank by sex from 1974-75 through 1989-90.

Figure 2 - Full-time Professor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



The percentages of female professors increased at 12 universities during the 16-year period: Bloomsburg (6%), California (9%), Cheyney (16%), Clarion (1%), Edinboro (3%), East Stroudsburg (8%), Indiana (3%), Lock Haven (1%), Millersville (2%), Shippensburg (1%), Slippery Rock (6%), and West Chester (2%). The percentages of female professors declined at two campuses: Kutztown (4%) and Mansfield (5%). Table 2, Appendix A Table 2 for each university, and Appendix B Figure 2 for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System faculty at the professor rank by sex from 1974-75 through 1989-90.

Table 3 - Distribution of Full-time Associate Professors by Institution and Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

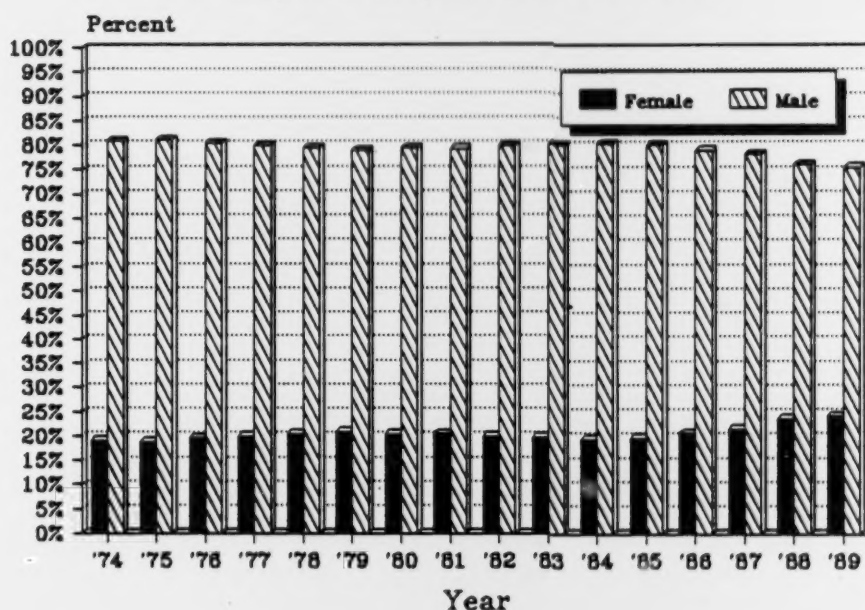
SEX	Bloomsburg		California		Cheyney		Clarion		Edinboro		E. Strburg		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Ship'burg		Sl. Rock		W.Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
YEAR	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	16	90	23	130	21	37	19	88	15	132	15	55	47	163	19	91	15	48	17	72	21	83	14	84	18	85	49	149	309	1307	1616
	15%	85%	15%	85%	38%	84%	18%	82%	10%	90%	21%	79%	22%	78%	17%	83%	24%	76%	19%	81%	20%	80%	14%	86%	17%	83%	25%	75%	19%	81%	100%
1975-76	15	92	18	114	22	58	18	92	16	128	16	53	45	155	19	97	16	50	16	69	23	98	14	86	18	84	52	149	308	1325	1633
	14%	86%	14%	86%	28%	73%	16%	84%	11%	89%	23%	77%	23%	78%	16%	84%	24%	76%	19%	81%	19%	81%	14%	86%	18%	82%	26%	74%	19%	81%	100%
1976-77	17	96	19	117	22	48	21	91	15	119	19	56	44	149	18	99	17	52	15	65	27	91	16	85	19	88	42	142	311	1298	1607
	15%	85%	14%	86%	31%	69%	19%	81%	11%	89%	25%	75%	23%	77%	15%	85%	25%	75%	19%	81%	23%	77%	16%	84%	18%	82%	23%	77%	19%	81%	100%
1977-78	20	96	20	116	30	55	18	86	15	124	16	56	43	152	20	93	17	54	14	65	32	93	16	89	20	87	42	152	323	1318	1641
	17%	83%	15%	85%	35%	65%	17%	83%	11%	89%	22%	78%	22%	78%	18%	82%	24%	76%	18%	82%	26%	74%	15%	85%	19%	81%	22%	78%	20%	80%	100%
1978-79	18	105	26	112	30	55	15	86	17	127	18	62	44	156	19	93	17	54	10	70	28	88	14	89	20	83	44	152	320	1332	1652
	15%	85%	19%	81%	35%	65%	15%	85%	12%	88%	23%	78%	22%	78%	17%	83%	24%	76%	13%	88%	24%	76%	14%	86%	19%	81%	22%	78%	19%	81%	100%
1979-80	21	104	24	112	30	55	13	89	21	127	18	62	41	141	19	95	17	52	14	62	27	93	13	86	18	79	45	147	321	1304	1625
	17%	83%	18%	82%	35%	65%	13%	87%	14%	86%	23%	78%	23%	77%	17%	83%	25%	75%	18%	82%	23%	78%	13%	87%	19%	81%	23%	77%	20%	80%	100%
1980-81	20	104	21	103	33	54	12	88	15	110	18	65	43	165	14	92	16	52	12	53	28	97	10	80	14	77	45	140	301	1280	1581
	16%	84%	17%	83%	38%	62%	12%	88%	12%	88%	22%	78%	21%	79%	13%	87%	24%	76%	18%	82%	22%	78%	11%	89%	15%	85%	24%	76%	19%	81%	100%
1981-82	17	102	22	99	30	56	12	79	21	106	19	64	40	167	13	89	14	54	11	55	29	93	9	78	18	77	48	142	303	1259	1562
	14%	86%	18%	82%	35%	65%	13%	87%	17%	83%	23%	77%	19%	81%	13%	87%	21%	79%	17%	83%	24%	76%	11%	89%	19%	81%	25%	75%	19%	81%	100%
1982-83	18	95	20	88	27	55	12	81	21	92	21	63	45	161	12	88	14	55	12	60	23	90	11	72	19	70	47	134	302	1204	1506
	16%	84%	19%	81%	33%	67%	13%	87%	19%	81%	25%	75%	22%	78%	12%	88%	20%	80%	17%	83%	20%	80%	13%	87%	21%	79%	26%	74%	20%	80%	100%
1983-84	17	89	18	88	19	42	12	75	16	84	21	63	38	155	14	85	10	56	10	54	33	83	14	78	19	66	45	140	286	1156	1442
	16%	84%	17%	83%	31%	69%	14%	80%	16%	84%	25%	75%	20%	80%	14%	86%	15%	85%	16%	84%	28%	72%	16%	84%	22%	78%	24%	76%	20%	80%	100%
1984-85	17	93	16	81	22	45	10	70	17	80	19	63	36	152	16	81	10	62	13	56	28	83	15	76	18	64	43	141	280	1147	1427
	15%	85%	16%	84%	33%	67%	13%	88%	18%	82%	23%	77%	19%	81%	16%	84%	14%	86%	19%	81%	25%	75%	16%	84%	22%	78%	23%	77%	20%	80%	100%
1985-86	17	87	14	83	25	41	12	84	18	76	20	53	36	133	17	85	7	61	11	52	28	79	12	76	19	64	39	138	275	1112	1387
	16%	84%	14%	86%	38%	62%	13%	88%	19%	81%	27%	73%	21%	79%	17%	83%	10%	90%	17%	83%	26%	74%	14%	86%	23%	77%	22%	78%	20%	80%	100%
1986-87	17	88	13	83	24	48	11	77	18	79	20	52	41	154	30	91	7	57	10	51	30	80	17	81	21	61	40	133	299	1135	1434
	16%	84%	14%	86%	33%	67%	13%	88%	19%	81%	28%	72%	21%	79%	25%	75%	11%	89%	16%	84%	27%	73%	17%	83%	26%	74%	23%	77%	21%	79%	100%
1987-88	15	85	13	85	24	38	15	75	17	74	20	53	39	142	31	97	6	57	9	47	30	82	22	70	20	60	42	130	303	1095	1398
	15%	85%	13%	87%	39%	61%	17%	83%	19%	81%	27%	73%	22%	78%	24%	76%	10%	90%	16%	84%	27%	73%	24%	76%	25%	75%	24%	76%	22%	78%	100%
1988-89	21	87	14	82	18	33	23	70	17	65	25	49	39	151	36	94	7	56	12	46	29	78	26	58	22	63	44	130	333	1062	1395
	19%	81%	15%	85%	35%	65%	25%	75%	21%	79%	34%	66%	21%	79%	28%	72%	11%	89%	21%	79%	27%	73%	31%	69%	26%	74%	25%	75%	24%	76%	100%
1989-90	23	92	16	80	17	29	22	68	16	64	24	49	42	138	34	93	10	50	13	44	28	76	26	52	24	69	37	124	332	1028	1360
	20%	80%	17%	83%	37%	63%	24%	76%	20%	80%	33%	67%	23%	77%	27%	73%	17%	83%	23%	77%	27%	73%	33%	67%	26%	74%	23%	77%	24%	76%	100%
TOTALS	289	1505	297	1573	394	749	245	1299	275	1587	309	918	663	2434	331	1483	200	870	199	921	444	1387	249	1238	307	1175	704	2243	4908	19360	24268

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3. **Number, Percentage, and Distribution of Full-time Associate Professors by Institution and Sex**
(Table 3, Figure 3, Appendix A Tables 1 and Appendix B Figures 3)

The number of State System full-time faculty at the second highest rank has decreased from 1,616 to 1,360, a decrease of 256 positions during the 16-year period (Table 3). The number of female associate professors increased from 309 (19%) in 1974-75 to 332 (24%) in 1989-90, an increase of 23 women. During the same period, the number of male associate professors declined from 1,307 (81%) to 1,028 (76%), a decrease of 279 males since 1974-75. Figure 3 shows that most of the increase in the percentage of female associate professors and the decrease in the percentage of male associate professors occurred since 1986-87 in the State System.

Figure 3 - Full-time Associate Professor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



Female associate professors increased nine to 19 percentage points at East Stroudsburg (12%), Edinboro (10%), Kutztown (10%), Shippensburg (19%), and Slippery Rock (9%) during the 16-year period. Four universities had a four to seven percentage point increase of female associate professors: Bloomsburg (5%), Clarion (6%), Mansfield (4%), and Millersville (7%). Smaller increases of female associate professors occurred at California (2%), Cheyney (1%), and Indiana (1%). The percentage of female associate professors decreased at Lock Haven (7%) and West Chester (2%). Table 3, Appendix A Table 1 for each university, and Appendix B Figure 3 for each university should be examined carefully to determine the variability of numbers and percentages of full-time State-System faculty at the associate professor rank by sex for the 16-year period.

Table 4 - Distribution of Full-time Assistant Professors by Institution and Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

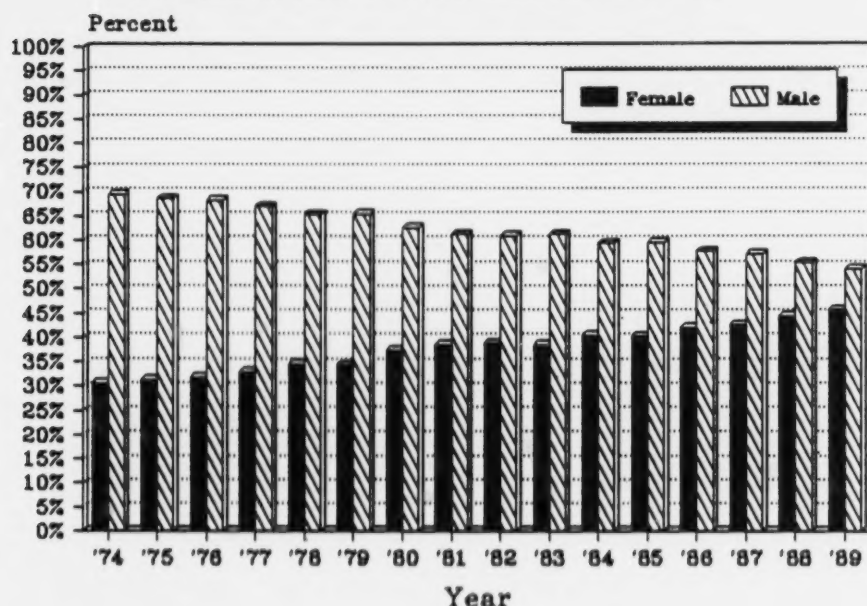
SEX	Bloomsburg		California		Cheyney		Clarion		Edinboro		E. Struburg		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Ship'burg		St. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
YEAR	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	18	55	21	37	13	22	16	40	32	93	20	34	40	81	21	48	11	39	30	36	26	54	24	82	28	70	29	56	329	747	1076
	25%	75%	36%	64%	37%	63%	29%	71%	26%	74%	37%	63%	33%	67%	30%	70%	22%	78%	45%	55%	33%	68%	23%	77%	29%	71%	34%	66%	31%	69%	100%
1975-76	19	54	15	36	13	29	21	41	29	97	17	33	44	78	20	38	12	36	27	35	20	50	13	77	27	57	40	48	317	709	1026
	26%	74%	29%	71%	31%	69%	34%	66%	23%	77%	34%	66%	36%	64%	34%	66%	25%	75%	44%	56%	29%	71%	14%	86%	32%	68%	45%	55%	31%	69%	100%
1976-77	18	53	14	39	13	28	21	41	35	93	18	27	41	79	20	37	9	31	23	33	19	49	12	82	30	48	44	62	315	680	995
	23%	77%	26%	74%	33%	67%	34%	66%	27%	73%	40%	60%	34%	66%	35%	65%	23%	78%	41%	59%	28%	72%	16%	84%	38%	62%	42%	58%	32%	68%	100%
1977-78	18	54	13	40	13	12	20	39	35	79	20	34	39	78	14	38	8	28	25	34	27	50	10	80	26	41	48	57	314	644	958
	23%	77%	25%	75%	52%	48%	34%	66%	31%	69%	37%	63%	33%	67%	27%	73%	22%	78%	42%	58%	35%	65%	14%	86%	39%	61%	46%	54%	33%	67%	100%
1978-79	24	48	12	41	13	12	20	41	28	74	30	29	44	78	15	38	10	22	23	34	23	43	9	55	30	42	41	65	322	622	944
	33%	67%	23%	77%	52%	48%	33%	67%	27%	73%	51%	49%	36%	64%	28%	72%	31%	69%	40%	60%	35%	65%	14%	86%	42%	58%	39%	61%	34%	66%	100%
1979-80	26	46	12	38	13	12	17	39	26	71	22	27	45	73	13	38	6	22	18	31	22	51	12	80	30	41	49	60	309	605	914
	36%	64%	25%	75%	52%	48%	30%	70%	27%	73%	45%	55%	38%	62%	27%	73%	21%	79%	34%	66%	30%	70%	17%	83%	42%	58%	45%	55%	34%	66%	100%
1980-81	27	41	11	33	11	9	17	37	24	63	29	32	61	84	14	38	11	23	15	23	23	41	15	56	30	36	49	66	337	582	919
	40%	60%	25%	75%	55%	45%	31%	69%	28%	72%	48%	52%	42%	58%	27%	73%	32%	68%	39%	61%	36%	64%	21%	79%	45%	55%	43%	57%	37%	63%	100%
1981-82	30	44	10	34	13	7	20	45	30	62	26	30	64	88	15	33	10	21	13	24	23	35	14	52	29	41	51	63	348	579	927
	41%	59%	23%	77%	65%	35%	31%	69%	33%	67%	46%	54%	42%	58%	31%	69%	32%	68%	35%	65%	40%	60%	21%	79%	41%	59%	45%	55%	38%	62%	100%
1982-83	33	47	7	29	13	4	21	44	27	61	25	29	81	94	20	32	11	23	19	31	28	35	13	54	29	41	50	66	377	590	967
	41%	59%	19%	81%	76%	24%	32%	68%	31%	69%	46%	54%	46%	54%	38%	62%	32%	68%	38%	62%	44%	56%	19%	81%	41%	59%	43%	57%	39%	61%	100%
1983-84	33	53	8	31	10	4	25	46	23	54	23	28	79	92	22	33	11	22	15	27	24	45	18	48	29	46	53	59	371	588	959
	38%	62%	16%	84%	71%	29%	35%	65%	30%	70%	45%	55%	46%	54%	40%	60%	33%	67%	36%	64%	35%	65%	27%	73%	39%	61%	47%	53%	39%	61%	100%
1984-85	37	58	11	31	11	4	27	40	22	49	23	30	85	103	24	42	9	15	25	36	30	52	19	39	34	49	52	52	409	600	1009
	39%	61%	26%	74%	73%	27%	40%	60%	31%	69%	43%	57%	45%	55%	36%	64%	38%	63%	41%	59%	37%	63%	33%	67%	41%	59%	50%	50%	41%	59%	100%
1985-86	42	59	12	35	10	3	44	57	25	50	20	25	85	90	27	39	10	15	25	34	33	57	19	39	34	53	51	60	417	616	1033
	42%	58%	26%	74%	77%	23%	44%	56%	33%	67%	44%	56%	42%	58%	41%	59%	40%	60%	42%	58%	37%	63%	33%	67%	39%	61%	46%	54%	40%	60%	100%
1986-87	43	62	15	35	9	5	44	61	28	53	26	33	90	108	44	49	16	20	22	31	33	50	26	45	40	55	55	65	491	672	1163
	41%	59%	30%	70%	64%	36%	42%	58%	35%	65%	44%	56%	45%	55%	47%	53%	44%	56%	42%	58%	40%	60%	37%	63%	42%	58%	46%	54%	42%	58%	100%
1987-88	39	66	19	32	10	10	49	59	29	52	24	29	78	101	46	57	13	20	21	32	36	51	21	38	47	50	60	61	492	658	1150
	37%	63%	37%	63%	50%	50%	45%	55%	36%	64%	45%	55%	44%	56%	45%	55%	39%	61%	40%	60%	41%	59%	36%	64%	48%	52%	50%	50%	43%	57%	100%
1988-89	44	66	21	32	8	5	50	61	34	65	27	34	93	108	52	52	19	23	19	32	35	48	28	46	52	63	66	67	548	682	1230
	40%	60%	40%	60%	62%	38%	50%	50%	38%	62%	44%	56%	46%	54%	50%	50%	45%	55%	37%	63%	42%	58%	38%	62%	45%	55%	50%	50%	45%	55%	100%
1989-90	52	62	24	39	9	5	57	49	57	68	26	26	88	110	59	52	24	23	25	32	40	50	23	34	47	61	67	64	588	695	1283
	46%	54%	38%	62%	64%	36%	54%	46%	46%	54%	50%	50%	44%	56%	53%	47%	51%	49%	44%	56%	44%	56%	40%	60%	44%	56%	40%	60%	46%	54%	100%
TOTALS	499	866	223	560	182	169	469	730	484	1074	378	480	1037	1445	426	662	190	363	343	505	442	761	276	647	642	794	796	991	6284	10269	16553

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4. **Number, Percentage, and Distribution of Full-time Assistant Professors by Institution and Sex**
(Table 4, Figure 4, Appendix A Tables 1, and Appendix B, Figures 4)

The number of State System full-time assistant professors has increased from 1,076 to 1,283, an increase of 207 positions since 1974-75 (Table 4). The number of female assistant professors increased from 329 (31%) to 588 (46%), an increase of 259 women during the 16-year period. During the same time period, the number of male assistant professors decreased from 747 (69%) to 695 (54%), a decrease of 52 males. Figure 4 shows that the increase in the percentage of female assistant professors and the decrease in the percentage of male assistant professors occurred steadily in the State System since 1974-75.

Figure 4 - Full-time Assistant Professor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



The percentage of female assistant professors increased at 13 universities and decreased at one university from 1974-75 through 1989-90. There were sizable increases of female assistant professors at six universities: Bloomsburg (21%), Cheyney (27%), Clarion (25%), Edinboro (20%), Kutztown (23%), and Lock Haven (29%). Large increases of female assistant professors also occurred at five universities: East Stroudsburg (13%), Indiana (11%), Millersville (11%), Shippensburg (17%), and Slippery Rock (15%). Two campuses had smaller increases of female assistant professors: California (2%), and West Chester (6%). One university, Mansfield, had a 1% decrease of female assistant professors. Table 4, Appendix A Table 1 for each university, and Appendix B Figure 4 for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System faculty at the assistant professor rank by sex for the 16-year period.

Table 5 - Distribution of Full-time Instructors by Institution and Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

SEX	Bloomsburg		California		Cheyney		Clarion		Edinboro		E. Strsburg		Indiana		Kutztown		L. Haven		Manassas		Millersville		Shippensburg		St. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
YEAR	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	1	1	3	4	9	11	9	10	9	11	14	9	18	15	4	10	3	5	4	7	10	7	11	8	13	8	14	10	122	114	236
	50%	50%	43%	57%	45%	55%	47%	53%	45%	55%	61%	39%	55%	45%	29%	71%	38%	63%	36%	64%	59%	41%	58%	42%	68%	32%	58%	42%	52%	48%	100%
1975-76	2	5	3	2	8	15	7	10	7	10	7	8	13	10	3	12	3	4	5	8	7	1	4	3	19	10	17	13	105	111	216
	29%	71%	60%	40%	35%	65%	41%	59%	41%	59%	47%	53%	57%	43%	20%	80%	43%	57%	38%	62%	88%	13%	57%	43%	68%	34%	57%	43%	49%	51%	100%
1976-77	3	5	4	1	9	13	7	10	8	12	7	8	14	8	8	11	2	3	5	9	13	2	4	5	19	13	28	14	129	114	243
	38%	63%	80%	20%	41%	59%	41%	59%	40%	60%	47%	53%	64%	36%	35%	65%	40%	60%	36%	64%	87%	13%	44%	56%	59%	41%	67%	33%	53%	47%	100%
1977-78	6	4	6	4	12	7	8	8	4	10	7	9	12	11	5	11	2	1	5	8	15	3	5	8	18	8	10	9	115	99	214
	60%	40%	60%	40%	63%	47%	50%	50%	29%	71%	44%	56%	52%	48%	31%	69%	67%	33%	38%	62%	83%	17%	45%	55%	69%	31%	53%	47%	54%	46%	100%
1978-79	7	3	4	5	12	7	11	8	6	7	5	7	18	4	8	9	2	3	6	3	9	8	5	5	18	10	19	10	128	87	213
	70%	30%	44%	56%	63%	37%	58%	42%	48%	54%	42%	58%	80%	20%	40%	60%	40%	60%	67%	33%	80%	40%	50%	50%	64%	36%	66%	34%	59%	41%	100%
1979-80	6	4	3	2	12	7	8	8	4	3	1	2	24	10	4	11	2	4	5	5	9	8	2	8	20	11	18	9	118	88	206
	60%	40%	60%	40%	63%	37%	50%	50%	67%	43%	33%	67%	71%	29%	27%	73%	33%	67%	50%	50%	60%	40%	25%	75%	65%	35%	67%	33%	57%	43%	100%
1980-81	6	3	3	2	8	8	12	12	3	3	3	1	21	10	8	8	5	4	8	5	9	5	1	8	17	10	18	15	120	94	214
	67%	33%	60%	40%	50%	50%	50%	50%	60%	40%	75%	25%	68%	32%	50%	50%	56%	44%	55%	45%	64%	36%	11%	89%	63%	37%	55%	45%	56%	44%	100%
1981-82	11	1	3	1	7	8	10	11	3	1	1	2	33	18	7	8	6	4	8	8	10	6	0	7	17	10	14	8	130	93	223
	92%	8%	75%	25%	47%	53%	48%	52%	75%	25%	33%	67%	65%	35%	47%	53%	60%	40%	50%	50%	63%	38%	0%	100%	63%	37%	64%	36%	58%	42%	100%
1982-83	11	8	3	1	8	8	12	12	1	0	1	1	40	31	5	8	4	4	7	12	3	4	3	5	14	9	12	11	124	112	236
	58%	42%	75%	25%	57%	43%	50%	50%	100%	0%	60%	40%	58%	44%	38%	62%	50%	50%	37%	63%	43%	57%	38%	63%	61%	39%	52%	48%	53%	47%	100%
1983-84	12	12	6	5	2	6	11	9	0	0	1	3	14	23	3	8	6	4	2	5	12	6	0	2	12	13	11	6	92	102	194
	50%	50%	55%	45%	25%	75%	55%	45%	0%	0%	25%	75%	38%	62%	27%	73%	60%	40%	29%	71%	67%	33%	0%	100%	48%	52%	65%	35%	47%	53%	100%
1984-85	10	9	5	3	3	6	5	7	0	0	2	5	24	16	5	7	7	3	2	3	10	5	3	3	10	13	9	5	95	87	182
	53%	47%	63%	38%	33%	67%	42%	58%	0%	0%	29%	71%	57%	43%	42%	58%	70%	30%	40%	60%	67%	33%	50%	50%	43%	57%	64%	36%	52%	48%	100%
1985-86	20	12	4	3	3	7	20	8	2	0	2	3	28	19	4	7	6	5	2	5	10	4	5	2	14	14	8	6	128	95	223
	63%	38%	57%	43%	30%	70%	71%	29%	100%	0%	40%	60%	57%	43%	36%	64%	64%	36%	29%	71%	71%	29%	71%	29%	50%	50%	57%	43%	57%	43%	100%
1986-87	26	13	8	6	6	8	16	11	9	3	3	6	33	26	11	9	7	8	6	5	11	5	11	2	19	19	27	28	193	148	341
	67%	33%	57%	43%	43%	57%	59%	41%	75%	25%	38%	63%	68%	44%	55%	45%	47%	53%	55%	45%	69%	31%	85%	15%	50%	50%	49%	51%	57%	43%	100%
1987-88	17	9	4	4	5	5	16	10	10	2	6	8	28	15	12	7	6	2	4	3	4	2	5	5	16	15	5	8	136	93	229
	65%	35%	50%	50%	50%	50%	62%	38%	83%	17%	43%	57%	83%	37%	83%	37%	75%	25%	57%	43%	67%	33%	50%	50%	52%	48%	45%	55%	50%	41%	100%
1988-89	15	9	10	14	4	3	22	9	18	3	4	4	31	19	7	8	9	3	7	4	3	2	8	3	22	9	17	14	177	102	279
	63%	38%	42%	58%	57%	43%	71%	29%	88%	14%	50%	50%	82%	38%	54%	46%	75%	25%	64%	36%	60%	40%	73%	27%	71%	29%	55%	45%	63%	37%	100%
1989-90	7	9	20	19	3	3	23	13	24	9	1	4	19	10	6	8	11	6	5	5	12	8	6	3	18	7	3	6	156	110	266
	44%	56%	51%	49%	50%	50%	64%	36%	73%	27%	20%	80%	66%	34%	43%	57%	65%	35%	50%	50%	60%	40%	67%	33%	70%	30%	33%	67%	50%	41%	100%
TOTALS	160	107	89	76	111	120	197	166	108	74	65	76	363	247	98	140	84	83	79	95	147	72	73	73	264	177	230	170	2088	1649	3735

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5. *Number, Percentage, and Distribution of Full-time Instructors by Institution and Sex*

(Table 5, Figure 5, Appendix A Tables 1, and Appendix B, Figures 5)

The number of full-time instructors in the State System has increased from 236 to 266, an increase of 30 positions since 1974-75 (Table 5). The number of female instructors has increased from 122 (52%) to 156 (59%), an increase of 34 women during the 16-year period of time. During the same time period, male instructors numbered 114 (48%) in 1974-75 and 110 (41%) in 1989-90, a decrease of 4 males. Figure 5 shows the fluctuations of the percentages of full-time State System instructors by sex from 1974-75 through 1989-90.

Figure 5 - Full-time Instructor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

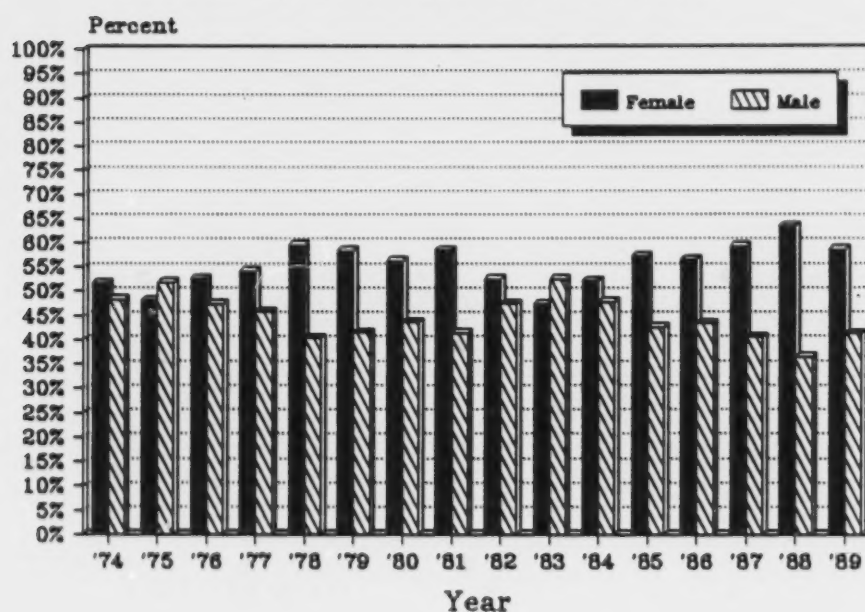


Table 5, Appendix A Table 1 for each university, and Appendix B Figure 5 for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System faculty at the instructor rank by sex from 1974-75 through 1989-90.

Table 6 - Full-time Total Faculty at Professor Rank by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

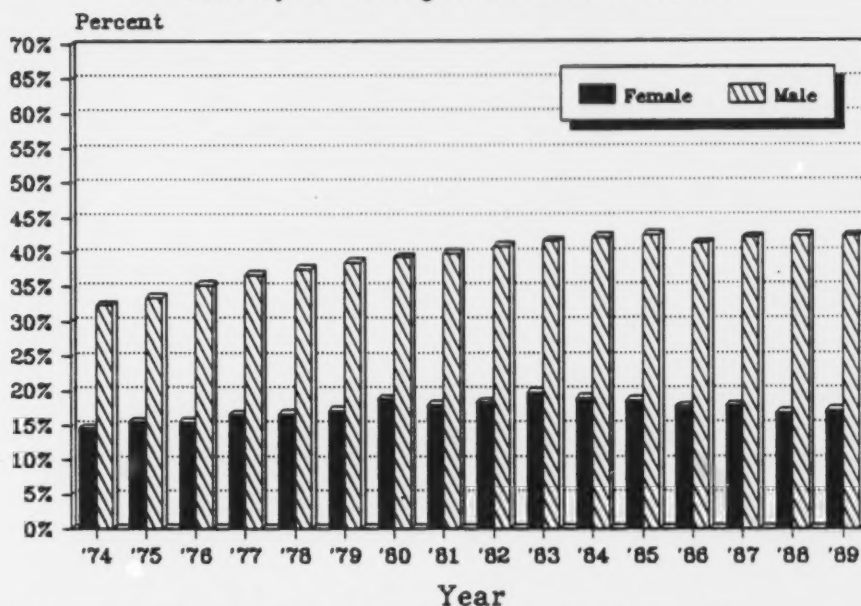
Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	130	890	14.61%	1037	3205	32.36%
1975-76	135	864	15.57%	1081	3225	33.52%
1976-77	138	892	15.47%	1138	3227	35.26%
1977-78	150	902	16.63%	1202	3263	36.84%
1978-79	154	922	16.70%	1229	3270	37.58%
1979-80	155	903	17.17%	1254	3251	38.57%
1980-81	177	935	18.93%	1266	3222	39.20%
1981-82	172	953	18.05%	1284	3215	39.94%
1982-83	181	984	18.39%	1318	3224	40.88%
1983-84	185	934	19.81%	1317	3163	41.64%
1984-85	184	968	19.01%	1341	3175	42.24%
1985-86	187	1007	18.57%	1345	3168	42.46%
1986-87	211	1194	17.67%	1373	3328	41.26%
1987-88	203	1134	17.90%	1341	3187	42.08%
1988-89	214	1272	16.82%	1359	3205	42.40%
1989-90	223	1299	17.17%	1345	3178	42.32%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

6. **Number and Percentage of Full-time Total Faculty at Professor Rank by Sex**
(Table 6, Figure 6, Appendix A Tables 2, and Appendix B, Figures 6)

The percentage of female full-time total faculty at the professor rank in the State System increased 2.56 percentage points as compared with an increase of 9.96 percentage points for male full-time total faculty at the professor rank during the 16- year period (Table 6). The percentage of female full-time total faculty at the professor rank peaked at 19.81% in 1983-84 and then declined to 17.17% in 1989-90, the same percentage that it was in 1979-80. The percentage (32.36%) of male full-time total faculty at the professor rank increased steadily from 1974-75 through 1985-86 before leveling off in the 42% range. Figure 6 depicts the fluctuations of the percentages of full-time total State System faculty at the professor rank by sex from 1974-75 through 1989-90.

Figure 6 - Full-time Total Faculty at Professor Rank by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

During the 16-year period, the percentage of full-time total female faculty at the professor rank increased at the following nine universities: California (9%), Cheyney (20%), East Stroudsburg (13%), Indiana (2%), Lock Haven (1%), Millersville (3%), Shippensburg (9%), Slippery Rock (7%), and West Chester (1%). The percentage of total female faculty at the professor rank stayed about the same at one university, Edinboro, and decreased at the following universities: Bloomsburg (3%), Clarion (4%), Kutztown (7%), and Mansfield (2%). During the same time period there were percentage increases for male full-time total faculty at the professor rank at the 13 following universities: Bloomsburg (1%), California (1%), Cheyney (14%), Clarion (8%), East Stroudsburg (13%), Edinboro (15%), Indiana (6%), Kutztown (12%), Lock Haven (13%), Mansfield (12%), Millersville (13%), Shippensburg (33%), and Slippery Rock (13%). There was a 1% decrease of male total faculty at the professor rank at one university, West Chester. Table 6, Appendix A Table 2 for each university, and Appendix B Figure 6 for each university should be examined carefully to determine the variability of the numbers and percentages of full-time State System total faculty at the professor rank by sex from 1974-75 through 1989-90.

Table 7 - Graduate Student FTE Enrollment by Institution and Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

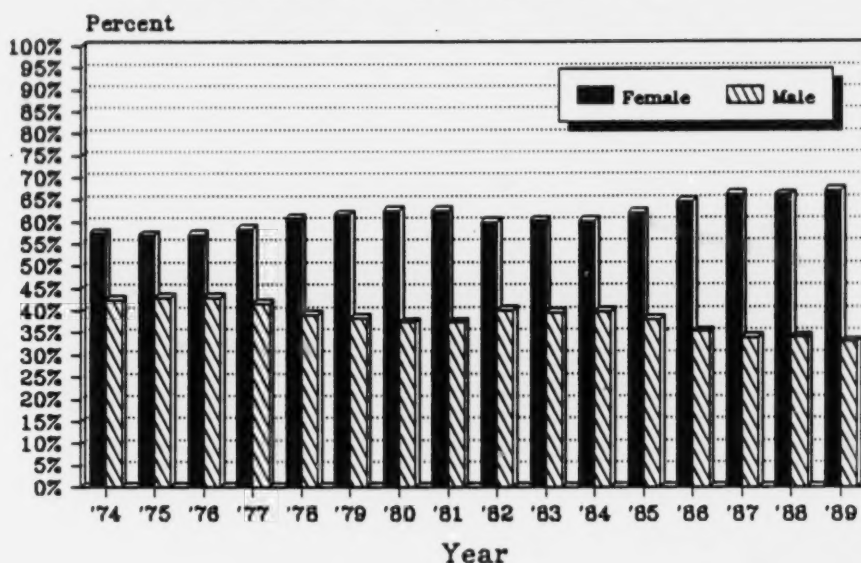
SEX YEAR	Bloomsburg		California		Cheyney		Clarion		Edinboro		E. Strburg		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Shippensburg		St. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	204	115	234	182	52	81	152	131	283	203	128	116	315	283	282	180	0	0	148	102	308	254	390	308	215	148	533	415	3275	2513	5787
	64%	36%	59%	41%	48%	54%	54%	48%	58%	42%	52%	48%	53%	47%	62%	38%	0%	0%	59%	41%	59%	41%	51%	49%	60%	40%	59%	44%	57%	43%	100%
1975-76	282	127	247	154	81	88	138	128	312	206	101	107	288	287	244	175	0	0	88	47	332	277	377	353	189	148	550	449	3204	2540	5744
	67%	33%	62%	38%	48%	52%	52%	48%	60%	40%	49%	51%	50%	50%	58%	42%	0%	0%	65%	34%	55%	45%	52%	48%	59%	44%	55%	45%	59%	44%	100%
1976-77	242	143	237	155	58	83	132	112	288	189	75	79	299	286	212	181	0	0	84	65	344	235	337	343	203	127	526	408	3033	2351	5384
	63%	37%	61%	39%	41%	59%	54%	46%	60%	40%	49%	51%	53%	47%	57%	43%	0%	0%	61%	39%	59%	41%	50%	50%	62%	38%	59%	44%	59%	44%	100%
1977-78	238	161	221	140	69	78	134	110	258	172	71	71	350	300	192	129	0	0	100	80	338	187	349	352	201	128	438	302	2953	2184	5137
	60%	40%	61%	39%	47%	53%	55%	45%	60%	40%	50%	50%	54%	46%	60%	40%	0%	0%	63%	37%	64%	36%	50%	50%	62%	38%	59%	41%	57%	43%	100%
1978-79	231	129	220	141	62	69	125	92	274	134	71	73	430	320	213	108	0	0	84	39	287	156	328	298	218	112	441	291	2958	1959	4917
	64%	36%	61%	39%	47%	53%	58%	42%	67%	33%	49%	51%	57%	43%	66%	34%	0%	0%	62%	38%	65%	35%	52%	48%	69%	34%	60%	40%	60%	40%	100%
1979-80	265	133	196	132	53	56	120	99	286	134	74	64	357	273	184	77	0	0	93	54	282	121	310	308	232	104	448	272	2845	1825	4670
	67%	33%	60%	40%	48%	52%	55%	45%	68%	32%	64%	46%	67%	43%	67%	33%	0%	0%	63%	37%	68%	32%	50%	50%	69%	31%	62%	38%	61%	39%	100%
1980-81	283	138	209	144	32	45	135	94	315	125	74	66	402	343	180	80	0	0	81	48	271	106	317	318	207	97	413	280	2898	1827	4723
	67%	33%	59%	41%	42%	58%	59%	41%	72%	28%	63%	47%	64%	46%	78%	24%	0%	0%	64%	36%	72%	28%	50%	50%	68%	32%	61%	39%	61%	39%	100%
1981-82	223	109	175	113	22	24	125	91	271	121	87	75	348	289	145	46	0	0	96	34	199	104	303	284	178	83	440	242	2808	1822	4230
	67%	33%	61%	39%	48%	52%	58%	42%	69%	31%	64%	46%	64%	46%	78%	24%	0%	0%	74%	26%	66%	34%	52%	48%	69%	34%	65%	35%	62%	38%	100%
1982-83	208	92	156	117	22	27	134	102	221	101	61	78	332	317	121	41	0	0	83	45	168	86	265	324	159	83	421	238	2377	1645	4021
	69%	31%	57%	43%	44%	56%	57%	43%	69%	31%	64%	46%	61%	49%	75%	25%	0%	0%	65%	35%	66%	34%	45%	55%	68%	34%	64%	36%	59%	41%	100%
1983-84	215	88	176	109	30	28	147	112	251	104	84	81	391	327	120	41	0	0	90	39	179	84	308	381	184	109	424	243	2575	1743	4318
	71%	29%	62%	38%	51%	49%	57%	43%	71%	29%	61%	49%	64%	46%	75%	25%	0%	0%	70%	30%	68%	32%	45%	55%	69%	40%	64%	36%	60%	40%	100%
1984-85	199	61	178	129	36	20	171	176	226	122	114	78	425	331	121	51	0	0	102	68	187	74	313	345	191	119	449	287	2706	1858	4563
	77%	23%	58%	42%	64%	36%	49%	51%	65%	35%	59%	41%	56%	44%	70%	30%	0%	0%	61%	39%	72%	28%	48%	52%	62%	38%	61%	39%	59%	41%	100%
1985-86	240	83	178	134	40	30	257	124	231	121	100	96	418	388	148	59	0	0	118	47	203	83	327	312	192	121	489	299	2935	1870	4805
	74%	26%	57%	43%	57%	43%	68%	32%	66%	34%	51%	49%	52%	48%	72%	28%	0%	0%	71%	29%	76%	24%	51%	49%	61%	39%	62%	38%	61%	39%	100%
1986-87	274	90	183	141	46	32	297	152	236	99	164	106	461	390	231	97	0	0	109	38	284	94	382	303	291	189	596	313	3550	2021	5570
	75%	25%	57%	43%	59%	41%	66%	34%	71%	29%	61%	39%	54%	46%	70%	30%	0%	0%	74%	26%	75%	25%	56%	44%	63%	37%	66%	34%	64%	36%	100%
1987-88	274	80	221	164	66	49	295	145	298	128	197	107	494	390	254	110	0	0	119	45	323	114	378	282	200	101	652	335	3766	2044	5810
	77%	23%	57%	43%	57%	43%	67%	33%	70%	30%	65%	35%	56%	44%	70%	30%	0%	0%	73%	27%	74%	26%	57%	43%	67%	34%	66%	34%	65%	35%	100%
1988-89	231	78	226	166	65	52	292	146	322	131	237	128	428	387	259	106	0	0	133	63	311	100	355	253	219	129	665	332	3739	2067	5806
	75%	25%	58%	42%	56%	44%	67%	33%	71%	29%	65%	35%	53%	47%	71%	29%	0%	0%	68%	32%	76%	24%	58%	42%	63%	37%	67%	33%	64%	36%	100%
1989-90	253	80	281	204	124	57	278	147	350	138	283	150	485	381	292	107	0	0	154	65	345	114	364	269	263	155	723	364	4192	2208	6400
	76%	24%	58%	42%	68%	32%	65%	35%	72%	28%	65%	35%	57%	43%	73%	27%	0%	0%	70%	30%	75%	25%	58%	42%	63%	37%	67%	33%	66%	34%	100%
TOTALS	3637	1704	3328	2301	853	798	2927	1963	4418	2221	1946	1468	6216	6247	3124	1513	0	0	1854	839	4394	2185	5306	5089	3317	1838	6201	5043	49058	32273	81331

7. **Number, Percentage, and Distribution of Graduate Student FTE Enrollment by Institution and Sex**

(Table 7, Figure 7, Appendix A Tables 4, and Appendix B, Figures 7)

The number of graduate student FTE enrollment in the State System increased from 5,787 to 6,400, an increase of 613 graduate student FTE enrollment during the 16-year time period. (Table 7). Female graduate student FTE enrollment totaled 3,275 (57%) in 1974-75 and 4,192 (66%) in 1989-90, an increase of 917 female graduate student FTE enrollment during the time period. During the same time period, the number of male graduate student FTE enrollment decreased from 2,513 (43%) to 2,208 (34%), a decrease of 305 male graduate student FTE enrollment. Figure 7 shows the pattern of graduate student FTE enrollment by sex for the State System from 1974-75 through 1989-90.

Figure 7 - Graduate Student FTE Enrollment by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



The majority of graduate student FTE enrollment were women at 12 State System universities in 1974-75; whereas, one university (Cheyney) had a majority of male graduate student FTE enrollment. Lock Haven did not offer graduate courses. In 1989-90, all 13 universities had a majority of female graduate student FTE enrollment. Female graduate student FTE enrollment increased 22 percentage points at Cheyney; 10 to 16 percentage points at eight universities (Bloomsburg, Clarion, East Stroudsburg, Edinboro, Kutztown, Mansfield, Millersville, and West Chester), and three to seven percentage points at three universities (Indiana, Shippensburg, and Slippery Rock) from 1974-75 through 1989-90. During this same period, female graduate student FTE enrollment declined one percentage point at California, but female graduate student FTE enrollment continued to be a majority. Table 7, Appendix A Table 4 for each university, and Appendix B Figure 7 for each university should be examined carefully to determine the variability of numbers and percentages of graduate student FTE enrollment by sex at individual universities and in the State System from 1974-75 through 1989-90.

Table 8 - Undergraduate Student FTE Enrollment by Institution and Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

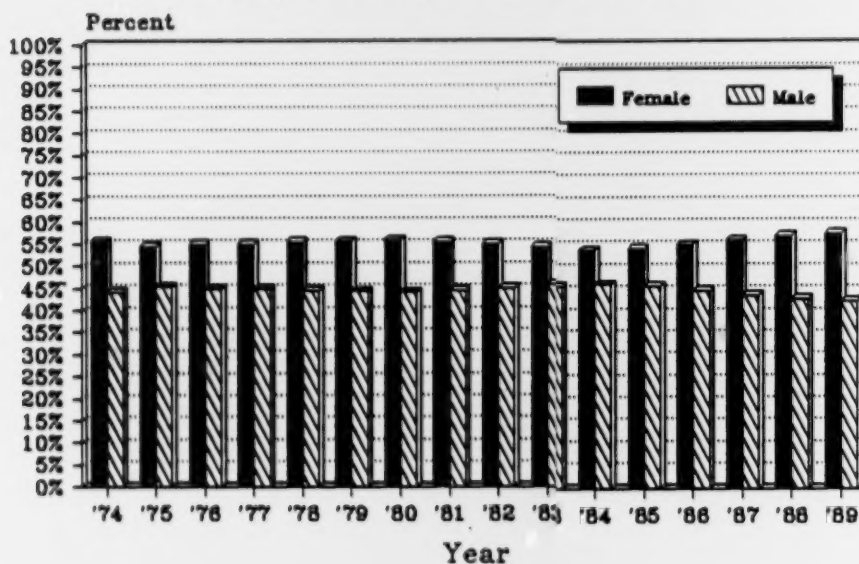
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YEAR	Bloomsburg		California		Cheyney		Clarion		Edinboro		East Stroudsburg		Indiana		Kutztown		Lock Haven		Mansfield		Millersville		Shippensburg		Slippery Rock		West Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	2683	1992	1938	2188	1009	1180	2171	2325	3388	2631	1988	1490	6484	3947	2334	1724	1300	1008	1825	1210	2702	2010	2187	2097	3184	2307	3881	2488	36491	28881	84041
	87%	43%	47%	53%	47%	53%	48%	52%	58%	44%	57%	43%	58%	42%	58%	42%	58%	44%	58%	44%	57%	43%	51%	49%	58%	42%	60%	40%	55%	45%	100%
1975-76	2784	2184	1801	2224	1028	1200	2314	2340	3242	2677	1948	1638	6814	4178	2888	1870	1317	1050	1882	1248	2710	2070	2081	2184	3088	2307	3937	2841	38028	30083	88108
	58%	44%	45%	55%	48%	54%	50%	50%	55%	45%	56%	44%	57%	43%	58%	42%	58%	44%	58%	44%	57%	43%	49%	51%	55%	45%	58%	42%	54%	48%	100%
1976-77	2802	2314	1742	2048	1073	1309	2310	2278	3184	2334	2060	1581	6794	3983	2243	1820	1289	1087	1492	1181	2732	2098	2274	2305	2991	2501	3908	2814	35852	29384	85238
	55%	45%	48%	54%	45%	55%	50%	50%	58%	42%	57%	43%	59%	41%	58%	42%	54%	48%	58%	44%	57%	43%	50%	50%	54%	48%	58%	42%	55%	45%	100%
1977-78	3015	2020	1842	1973	1313	1280	2384	2188	2823	2489	2040	1588	6042	4330	2470	1782	1218	1095	1443	1053	2708	2111	2301	2251	2872	2428	3850	2789	38014	29571	85584
	57%	43%	45%	55%	51%	49%	52%	48%	53%	47%	57%	43%	58%	42%	58%	42%	53%	47%	58%	42%	56%	44%	51%	49%	54%	48%	58%	42%	55%	45%	100%
1978-79	3088	2192	1818	1905	1159	1094	2439	2147	2538	2148	1955	1481	6042	4385	2453	1738	1142	1035	1381	1018	2718	2073	2351	2208	2871	2399	3798	2858	35304	28473	83777
	58%	42%	48%	54%	51%	49%	53%	47%	54%	48%	57%	43%	58%	42%	59%	41%	52%	48%	57%	43%	57%	43%	52%	48%	53%	47%	59%	41%	55%	45%	100%
1979-80	3158	2198	1508	1804	1101	1099	2540	2178	2580	2010	1943	1527	6141	4534	2438	1812	1258	1084	1159	1052	2851	2111	2431	2194	2548	2383	3858	2704	35593	28883	84278
	59%	41%	47%	53%	50%	50%	54%	48%	56%	44%	58%	44%	58%	42%	57%	43%	54%	48%	52%	48%	57%	43%	53%	47%	52%	48%	59%	41%	55%	45%	100%
1980-81	3218	2128	1812	1802	1112	1027	2510	2187	2580	2013	1935	1577	6188	4573	2677	1938	1301	1192	1181	985	2850	2284	2477	2200	2595	2391	4088	2794	38301	29043	85343
	60%	40%	47%	53%	52%	48%	54%	48%	56%	44%	55%	45%	58%	42%	58%	42%	52%	48%	55%	45%	56%	44%	53%	47%	52%	48%	59%	41%	56%	44%	100%
1981-82	3249	2102	1735	1983	1083	1012	2639	2240	2678	2135	1880	1577	6349	4842	2759	2083	1343	1129	1104	1058	2838	2310	2512	2143	2643	2433	4188	3043	38971	29888	88938
	61%	39%	47%	53%	51%	49%	54%	48%	56%	44%	54%	48%	58%	42%	57%	43%	54%	48%	51%	49%	55%	45%	54%	48%	52%	48%	58%	42%	55%	45%	100%
1982-83	3282	2031	1878	2038	881	822	2648	2197	2535	2218	1891	1580	6282	4805	2855	2248	1290	1271	1155	1193	2842	2410	2584	2118	2832	2512	4487	3190	37088	30727	87915
	62%	38%	45%	55%	51%	49%	55%	45%	53%	47%	53%	47%	57%	43%	58%	44%	50%	50%	49%	51%	55%	45%	55%	45%	51%	49%	58%	42%	55%	45%	100%
1983-84	3291	2093	1777	2289	848	855	2645	2302	2584	2384	1882	1877	6248	4798	2941	2388	1284	1290	1275	1231	3088	2583	2531	2194	2753	2868	4289	3280	37407	32014	88421
	61%	39%	44%	56%	50%	50%	53%	47%	52%	48%	53%	47%	57%	43%	55%	45%	50%	50%	51%	49%	55%	45%	54%	48%	51%	49%	57%	43%	54%	48%	100%
1984-85	3297	2108	1795	2338	813	771	2689	2388	2608	2497	1918	1749	6205	4908	2830	2429	1288	1288	1287	1225	3044	2519	2574	2280	2882	2798	4125	3209	37291	32548	89838
	61%	39%	43%	57%	51%	49%	53%	47%	51%	49%	52%	48%	55%	45%	54%	48%	50%	50%	51%	49%	55%	45%	53%	47%	51%	49%	58%	44%	53%	47%	100%
1985-86	3410	2108	1872	2322	820	835	2783	2345	2813	2333	1933	1739	6215	4999	2984	2454	1288	1335	1245	1190	2995	2495	2601	2355	2878	2782	4338	3384	37729	32454	79183
	62%	38%	45%	55%	49%	51%	54%	48%	53%	47%	53%	47%	55%	45%	55%	45%	49%	51%	51%	49%	55%	45%	52%	48%	51%	49%	58%	44%	54%	48%	100%
1986-87	3554	2188	2139	2345	801	878	2788	2293	2733	2343	1944	1702	6338	5148	3181	2485	1327	1274	1299	1049	3270	2458	2843	2435	2884	2891	4529	3384	38128	32443	71589
	62%	38%	48%	52%	47%	53%	55%	45%	54%	48%	53%	47%	55%	45%	58%	44%	51%	49%	54%	48%	57%	43%	52%	48%	52%	48%	57%	43%	55%	45%	100%
1987-88	3691	2211	2343	2448	891	732	2885	2282	2924	2458	2181	1729	6609	5030	3337	2809	1481	1317	1265	1073	3351	2344	2732	2397	3122	2881	4999	3654	41488	32942	74439
	63%	37%	49%	51%	49%	51%	58%	44%	54%	48%	56%	44%	58%	44%	57%	43%	53%	47%	54%	48%	59%	41%	53%	47%	52%	48%	58%	42%	58%	44%	100%
1988-89	3681	2228	2631	2547	594	530	3181	2344	3275	2658	2192	1792	6842	5148	3558	2844	1589	1350	1401	1137	3528	2313	2788	2385	3448	2898	5080	3594	43543	33480	77002
	62%	38%	51%	49%	53%	47%	58%	42%	55%	45%	55%	45%	58%	44%	58%	42%	54%	48%	55%	45%	60%	40%	54%	48%	54%	48%	58%	41%	57%	43%	100%
1989-90	3818	2337	2813	2852	882	807	3194	2307	3580	2774	2342	1958	6773	5110	3794	2818	1875	1425	1652	1182	3757	2384	2903	2373	3502	2931	5208	3580	45545	34213	79758
	62%	38%	51%	49%	52%	48%	58%	42%	56%	44%	54%	48%	57%	43%	59%	41%	54%	48%	57%	43%	61%	39%	55%	45%	54%	48%	59%	41%	57%	43%	100%
TOTALS	51952	34728	30721	34877	14842	14785	42077	38270	45818	38077	32005	26337	98742	74578	48428	34212	21302	19183	21343	18955	48071	38538	38928	36094	48645	41495	58298	49238	508794	494448	1101213
	80%	40%	47%	53%	50%	50%	54%	48%	56%	45%	55%	45%	57%	43%	57%	43%	53%	47%	54%	48%	57%	43%	53%	47%	53%	47%	58%	42%	55%	45%	100%

8. **Number, Percentage, and Distribution of Undergraduate FTE Enrollment by Institution and Sex**
(Table 8, Figure 8, Appendix A Tables 4, and Appendix B Figures 8)

The number of undergraduate student FTE enrollment in the State System increased from 64,041 to 79,758, an increase of 15,717 undergraduate student FTE enrollment during the 16-year period (Table 8). Female undergraduate student FTE enrollment totaled 35,491 (55%) in 1974-75 and 45,545 (57%) in 1989-90, an increase of 10,054 female undergraduate student FTE enrollment during the period. During the same time period, male undergraduate student FTE enrollment increased from 28,551 (45%) to 34,213 (43%), an increase of 5,662 male undergraduate student FTE enrollment since 1974-75. Figure 8 shows the pattern of undergraduate student FTE enrollment by sex for the State System from 1974-75 through 1989-90.

Figure 8 - Undergraduate Student FTE Enrollment by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



In 1974-75, the majority of undergraduate student FTE enrollment were women at 11 campuses (Bloomsburg, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, and West Chester); whereas, three campuses (California, Cheyney, and Clarion) had a majority of male undergraduate student FTE enrollment. From 1974-75 through 1989-90, female undergraduate student FTE enrollment increased 10 percentage points at Clarion, four or five percentage points at five institutions (Bloomsburg, California, Cheyney, Millersville, and Shippensburg), and one percentage point at two universities (Kutztown and Mansfield). During this 16-year period, five campuses (East Stroudsburg, Indiana, Lock Haven, Slippery Rock, and West Chester) had decreases in the percentages of female undergraduate student FTE enrollment; however, female undergraduate student FTE enrollment continued to be in the majority at each of these universities. The percentage of female undergraduate student FTE enrollment remained constant at one university, Edinboro. Table 8, Appendix A Table 4 for each university, and Appendix B Figure 8 for each university should be examined carefully to ascertain the variability of the numbers and percentages of undergraduate student FTE enrollment at individual universities and in the State System from 1974-75 through 1989-90.

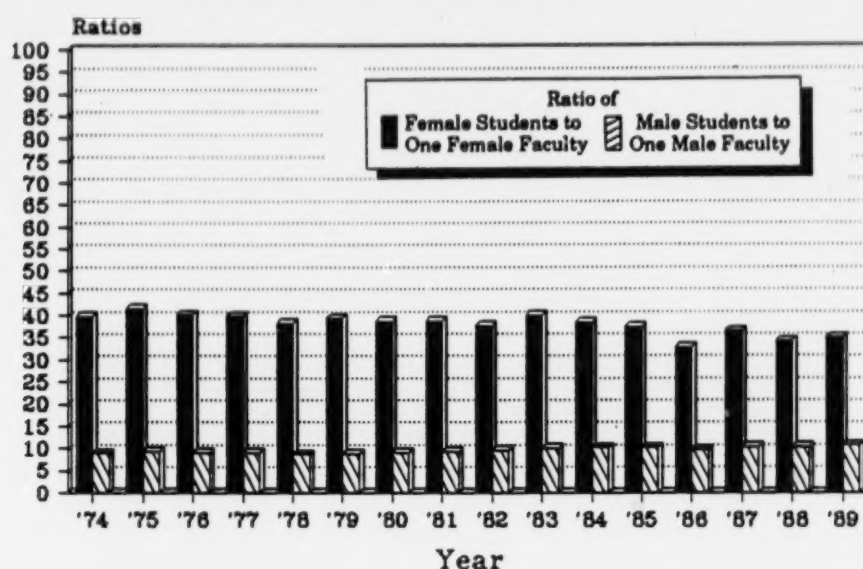
Table 9 - Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89

YEAR	FEMALE	MALE
1974-75	39.88 to 1	8.91 to 1
1975-76	41.7 to 1	9.33 to 1
1976-77	40.19 to 1	9.11 to 1
1977-78	39.93 to 1	9.06 to 1
1978-79	38.29 to 1	8.71 to 1
1979-80	39.42 to 1	8.82 to 1
1980-81	38.82 to 1	9.01 to 1
1981-82	38.79 to 1	9.29 to 1
1982-83	37.69 to 1	9.53 to 1
1983-84	40.05 to 1	10.12 to 1
1984-85	38.52 to 1	10.25 to 1
1985-86	37.47 to 1	10.24 to 1
1986-87	32.77 to 1	9.75 to 1
1987-88	36.59 to 1	10.34 to 1
1988-89	34.23 to 1	10.44 to 1
1989-90	35.06 to 1	10.77 to 1
Averages	38.09 to 1	9.61 to 1

9. **Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex**
(Table 9, Figure 9, Appendix A Tables 3, and Appendix B Figures 9)

In 1974-75, the ratios of State System female undergraduate student FTE enrollment to female full-time total faculty averaged 39.88 with a range at individual universities from 20.18 to 60.61 (Table 9; Appendix A Tables 3). In 1989-90, the female ratio averaged 35.06 with a range at individual universities from 15.03 to 42.07, an average ratio decrease of 4.82 during the 16-year period. Conversely, in 1974-75, the ratios of male undergraduate student FTE enrollment to male full-time total faculty averaged 8.91 with a range from 7.23 to 12.21. In 1989-90, the male ratios averaged 10.77 with a range at individual universities from 9.02 to 12.96, an average ratio increase of 1.86 since 1974-75. Figure 9 shows the variability of the State System ratios of undergraduate student FTE enrollment to full-time total faculty by sex from 1974-75 through 1989-90.

Figure 9 - Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-89



During the 16-year period, female ratios decreased at 10 campuses: Bloomsburg (-22.06), Cheyney (-5.15), Clarion (-14.64), East Stroudsburg (-1.09), Edinboro (-20.86), Indiana (-6.74), Kutztown (-8.52), Lock Haven (-6.68), Millersville (-1.81), and Slippery Rock (-15.21). Female ratios increased at four campuses: California (+0.75), Mansfield (+6.51), Shippensburg (+2.68), and West Chester (+10.12) from 1974-75 through 1989-90. During the same 16-year time period, male ratios increased at 12 campuses: Bloomsburg (+0.28), California (+3.80), East Stroudsburg (+3.10), Edinboro (+2.88), Indiana (+1.60), Kutztown (+2.06), Lock Haven (+2.95), Mansfield (+1.26), Millersville (+0.34), Shippensburg (+1.71), Slippery Rock (+2.00), and West Chester (+3.33). Male ratios decreased at two campuses: Cheyney (-2.43) and Clarion (-0.82). In 1989-90, male ratios of undergraduate student FTE enrollment to full-time total faculty were significantly lower than female ratios at 13 campuses. The one exception, Cheyney, also had a male ratio (9.78) that was lower than the female ratio (15.03), but the difference was only 5.25. Table 9, Appendix A Table 3 for each campus, and Appendix B Figure 9 for each campus should be examined carefully to determine the variability of the ratios of undergraduate student FTE enrollment to full-time total faculty by sex from 1974-75 through 1989-90.

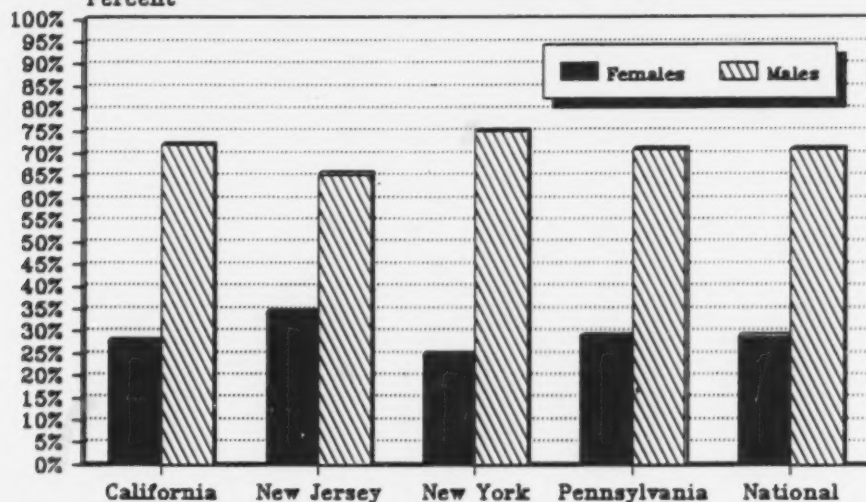
Table 10 - Distribution of Full-time Faculty within Professorial Ranks by State and Sex 1989-90
National Samples of Category II-A and
II-B Public Universities

	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
California	1210 18.64%	5283 81.36%	6493 100.00%	743 35.52%	1349 64.48%	2092 100.00%	856 43.65%	868 50.35%	1724 100.00%	127 61.95%	78 38.05%	205 100.00%	2936 27.92%	7578 72.08%	10514 100.00%
New Jersey	190 25.96%	542 74.04%	732 100.00%	230 32.26%	483 67.74%	713 100.00%	339 43.13%	447 56.87%	786 100.00%	23 65.71%	12 34.29%	35 100.00%	782 34.51%	1484 65.49%	2266 100.00%
New York	118 11.01%	954 88.99%	1072 100.00%	261 23.81%	835 76.19%	1096 100.00%	324 42.52%	438 57.48%	762 100.00%	43 65.15%	23 34.85%	66 100.00%	746 24.90%	2250 75.10%	2996 100.00%
Pennsylvania	223 14.22%	1345 85.78%	1568 100.00%	332 24.41%	1028 75.59%	1360 100.00%	588 45.83%	695 54.17%	1283 100.00%	156 58.65%	110 41.35%	266 100.00%	1299 29.01%	3178 70.99%	4477 100.00%
National Totals	4853 15.03%	27440 84.97%	32293 100.00%	6832 27.01%	18466 72.99%	25298 100.00%	10276 41.01%	14782 58.99%	25058 100.00%	3953 56.84%	3001 43.16%	6954 100.00%	25914 28.92%	63689 71.08%	89603 100.00%

V. DISCUSSION

The findings of this study show that full-time female faculty are a minority within the State System. While the number of full-time female faculty has increased since 1974-75 (*Table 1*), most noticeably since 1986-87, they still are a distinct minority (29%), concentrated in the lower professorial ranks. The percentages of female faculty increase at each succeeding lower rank. In 1989-90, for example, female faculty comprised 14% of the professors (*Figure 2*), 24% of the associate professors (*Figure 3*), 46% of the assistant professors (*Figure 4*) and 59% of the instructors (*Figure 5*). This pattern confirms what other studies such as the Carnegie Foundation for the Advancement of Teaching's 1989 National Survey of Faculty (1990) and selected data from AAUP's Annual Report on the Economic Status of the Profession 1989-90 (1990; *Table 10*) have found about Category II-A and II-B state colleges/universities which are similar to those in the State System (PA).

Figure 10 - Full-time Total Faculty by Sex 1989-90
National Samples of Category II-A and II-B Public Universities



Further analyses of *Table 10* show that the State System (PA) falls below the national average for women at the professor (*Figure 11*) and associate professor (*Figure 12*) ranks for Category II-A and II-B state colleges/universities but above the national average for women at the assistant professor (*Figure 13*) and instructor (*Figure 14*) ranks. However, national and State System (PA) percentages for total faculty are approximately the same (*Figure 10*). Comparisons of the State System (PA) with the California and New Jersey State Systems show a significantly higher percentage of female faculty at these institutions who are at the professor (*Figure 11*) and associate professor (*Figure 12*) levels. The percentage of female total faculty at the professor rank in the State System (PA) is significantly lower than their female colleagues in the California and New Jersey State Systems (*Table 11*, *Figure 15*) as well. The State System (PA) has been unable to hire or advance female faculty to the higher professorial ranks as successfully as the California and New Jersey State Systems have.

There are a number of possible reasons for this finding; however, evidence has been found in this study to support two possible explanations:

- 1) female faculty have been hired in the State System (PA) at the lower ranks (*Tables 2-4*, *Figures 2-4*), and/or
- 2) promotion policies and procedures within the State System (PA) may discriminate against female faculty (e.g., *Curry v. Slippery Rock State College*, Watrel, President, 1972; *Howard v. Slippery Rock State College*, Watrel, President, 1972; *Schmidt v. Slippery Rock State College*, Watrel, President, 1972; *Keefe, Petkofsky, Chern and Crawford v. West Chester University* and the Association of Pennsylvania State College and University Faculties, 1984).

Figure 11 - Full-time Professor by Sex 1989-90
National Samples of Category II-A and
II-B Public Universities

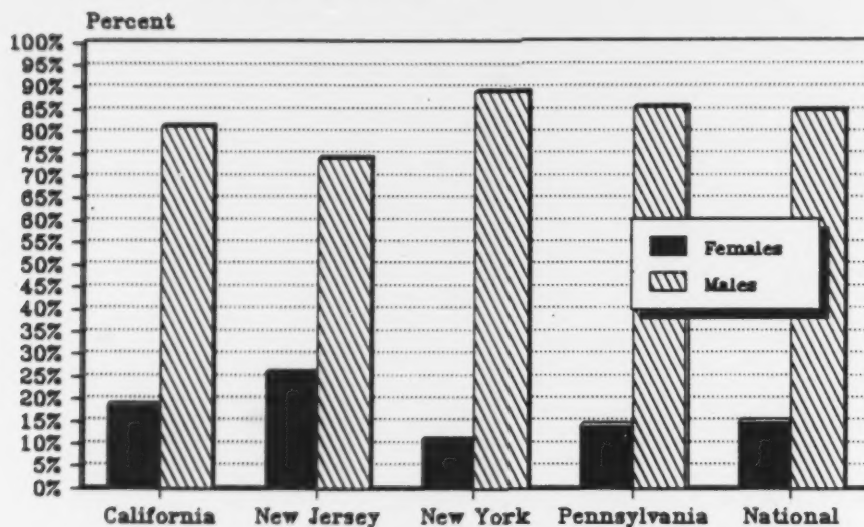


Figure 12 - Full-time Associate Professor by Sex 1989-90
National Samples of Category II-A and
II-B Public Universities

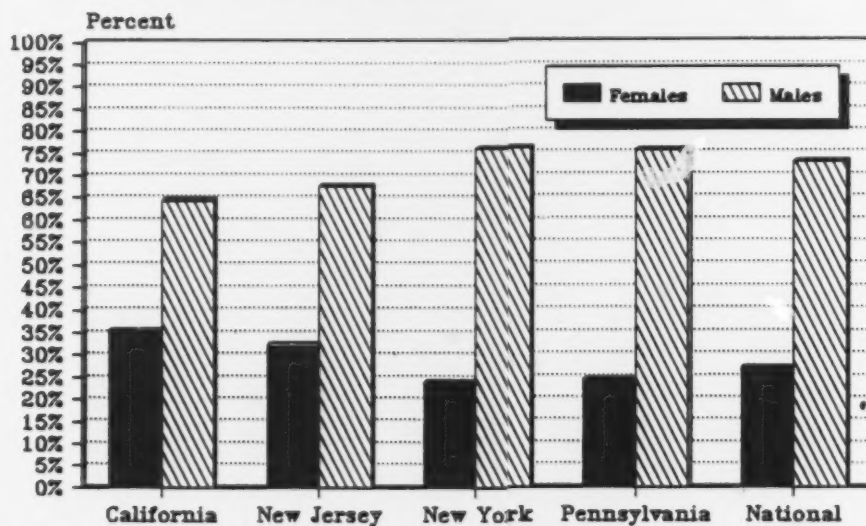


Figure 13 - Full-time Assistant Professor by Sex 1989-90
National Samples of Category II-A and II-B Public Universities

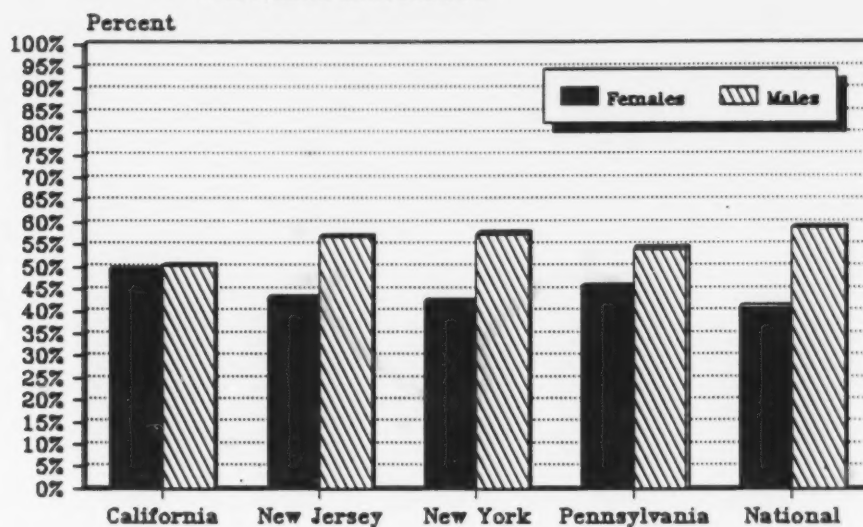


Figure 14 - Full-time Instructor 1989-90
National Samples of Category II-A and II-B Public Universities

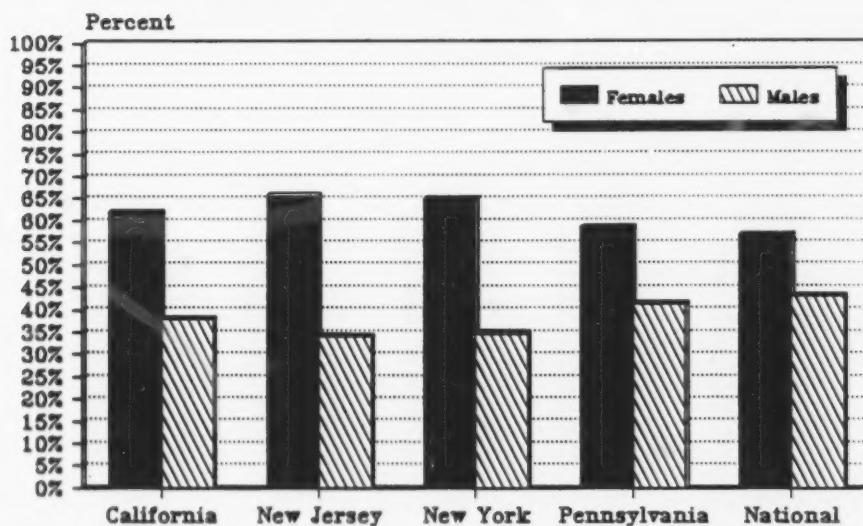
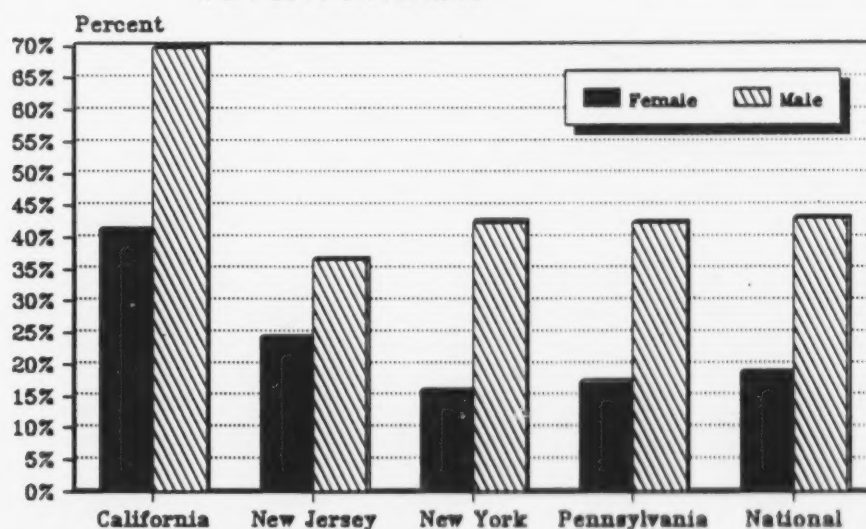


Table 11 - Full-time Total Faculty at Professor Rank by State and Sex 1989-90
National Samples of Category II-A and II-B Public Universities

System	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
California	1210	2936	41.21%	5283	7578	69.71%
New Jersey	190	782	24.30%	542	1484	36.52%
New York	118	746	15.82%	954	2250	42.40%
Pennsylvania	223	1299	17.17%	1345	3178	42.32%
National	4853	25914	18.73%	27440	63689	43.08%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

Figure 15 - Full-time Total Faculty at Professor Rank by Sex 1989-90
National Samples of Category II-A and II-B Public Universities



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

The steadily increasing number of female undergraduate students in the State System in the 1980's is a pattern found nationally as well. When these two phenomena -- low number and status of full-time female faculty and an increasing number of female undergraduates -- are compared, one finds the ratios of undergraduate student FTE enrollment to full-time faculty by gender indicates a disproportionately smaller number of same-sex role models for female students than for male students (*Table 9, Figure 9*). These factors contribute to a campus climate which has been characterized in studies by the American Council on Education's Project on the Status and Education of Women (e.g., Hall and Sandler, 1982; Sandler and Hall, 1986) and other researchers (e.g., Toth, 1988; Thorne, 1989) as a "chilly" one for female students and female faculty. The findings of Tidball's research (1989) about women's colleges, for example, suggest that the professional development and career aspirations of female students and female faculty may be adversely affected by the absence of or limited number of same-sex role models. Tidball further concluded: *"Clearly, there cannot be an appropriate environment for women students in the absence of an appropriate environment for women faculty, administrators, trustees, guests, and alumnae"* (p.169).

Related to the increased presence of female students in higher education, the "new majority," is the increased awareness of their needs. A growing body of research supports the notion that women and men experience and react to the world differently (e.g., Gilligan, 1982; Harris, Silverstein & Andrews, 1989). Thus, concerns about such matters as the inclusion of women in the curriculum, the teaching/learning process, the relationship of faculty to students, a gender-balanced faculty and work-place, and the campus environment become important for all students, women and men alike, if they are to live and work in a pluralistic society.

Why has this disparity between female and male faculty persisted for 16 years? Did State System policies and practices contribute to the continued gender imbalance of the faculty? Were hiring and promotion policies and procedures at individual campuses related to the disproportionate number of women at the lower professorial ranks? Were the ratios of students to faculty by sex considered when educational programs and policies were planned and acted upon by the State System and the 14 Universities? The paucity of data and information about this 16-year time period prevents the author from relating these and other policies and procedures of the State System and individual universities to the continued imbalance of female to male faculty. However, we can examine with some certainty factors relating to the availability of a pool of female candidates with doctorates and the commitment of the State System to improving the number and professional rank of female faculty.

Part of the explanation may be related to the disproportionate number of men who were hired in the 1960's, even in fields which historically had a sizeable pool of female doctorates (Biology, Education, English, Foreign Languages, and Psychology). It was legal in that era to advertise for male applicants. Nor were there a significant number of female administrators at that time (See *Pennsylvania State College and University Bulletins/Catalogs*). The only female administrators in this time period were usually Deans of Women. This noticable lack of women in academic leadership positions may have contributed to the continued pattern of male self-perpetuation throughout the 1960's. Whatever the reason, the State System universities (then state colleges) hired a preponderance of male faculty in the 1960's. During the 1970's, the job market for faculty dried up but in the 1980's and continuing into the 1990's more vacancies have occurred in higher education as the faculty hired in the 1960's retire. A substantial increase in female doctorates occurred concurrently during this time period.

With the advent of the second women's movement in the United States in the 1960's, an increasing number of women have completed doctoral studies in the traditionally female fields as well as in traditionally male fields of study (*Table 12, Figure 16*); however, disparities persist between the sexes within broad areas. Thurgood & Weinman (1990) found the following trends when they prepared the summary of 1989 doctorate recipients:

... The data indicate that, despite numerical gains, women are still underrepresented in physical sciences and engineering (81 percent male versus 19 percent female in physical sciences and 92 percent male versus 8 percent female in engineering). In life sciences, women earned 38 percent of all doctorates in 1989, although they outnumbered men in the subfield of health

sciences, where they constituted 65 percent of the subfield of health sciences, where they constituted 65 percent of Ph.D.s. This proportion was largely the result of the number of women earning Ph.D.s in nursing, a traditionally female-dominated area; 48 percent of health science Ph.D.s awarded to women were in nursing.

In both social sciences and humanities, on the other hand, the gap between the numbers of men and women receiving doctorates narrowed considerably. While in 1960 women received only 13 percent of all social science doctorates, 45 percent of 5,955 such doctorates in 1989 were awarded to women. This trend toward equality, however, masks differences among some social science fields: in 1989, women dominated in psychology (56 percent); but in economics and political science/international relations, men led with 81 percent and 74 percent, respectively, and in other social sciences, men held a 63 percent share. In 1989, 46 percent of humanities Ph.D.s were awarded to women, compared to 16 percent in 1960. Women were more numerous in English (58 percent) and foreign languages and literature (61 percent), while men predominated in history (66 percent) and other humanities (60 percent).

Education was the only broad field in 1989 where women--earning 58 percent of the doctorates--were more numerous than men. This continued a trend begun in the early 1970s: the number of male education doctorates dropped from 5,455 in 1973 to less than 2,660 in 1989, and the number of women rose from 1,783 to just over 3,605. In 1989 as in the two previous years, however, the number of degrees earned in this field decreases for both men and women. (p. 8)

Thurgood & Weinman (1990) found as well:

Women also increased their presence in professional/other fields: in 1973 women represented 13 percent of the recipients; in 1989 they received 35 percent of the doctorates. Most of this growth in the number of professional degrees awarded to women has been in business and management, although the numbers in communications and social work have also risen significantly. (p. 5)

Thus, there have been significant increases in the number of female doctorates since 1973. Their percentages have exceeded the percentages of male doctorates in Education and are approaching the percentages of male doctorates in all broad fields except Physical Sciences and Engineering. However, this fact is not reflected in the proportion of total female faculty or in the faculty complements of State System universities.

The State System's inactivity in the area of affirmative action for women may also be related to the State System's failure to formally recognize women in its affirmative action plans until the Board of Governors approved the "Affirmative Action and Equal Opportunity Plan: A Prospectus (Prospectus)" on April 19, 1988. The *Prospectus* specifically included women among the groups for which each University was to develop an affirmative action plan. The 14 plans were then to comprise the State System's five-year Affirmative Action Plan from 1988-89 through 1992-93. No historical data or other explanation was given for the addition of women to the other equity groups mentioned in the *Prospectus*. Unfortunately, the *Prospectus* (1988) and individual University affirmative action plans are unknown to most faculty at their respective Universities. Recent conversations with faculty women and men at selected State System Universities suggest that faculty were afforded little opportunity for input and, once the plans were adopted, few faculty were or are aware of their contents. Therefore, even the recent inclusion of women as an equity group cannot be evaluated since the plans and the efforts, if there were any, to interpret the plans to departments which select the prospective faculty members are unknown.

Table 12 - Gender of Doctorate Recipients by Broad Field, 1973 and 1979-89
United States Universities

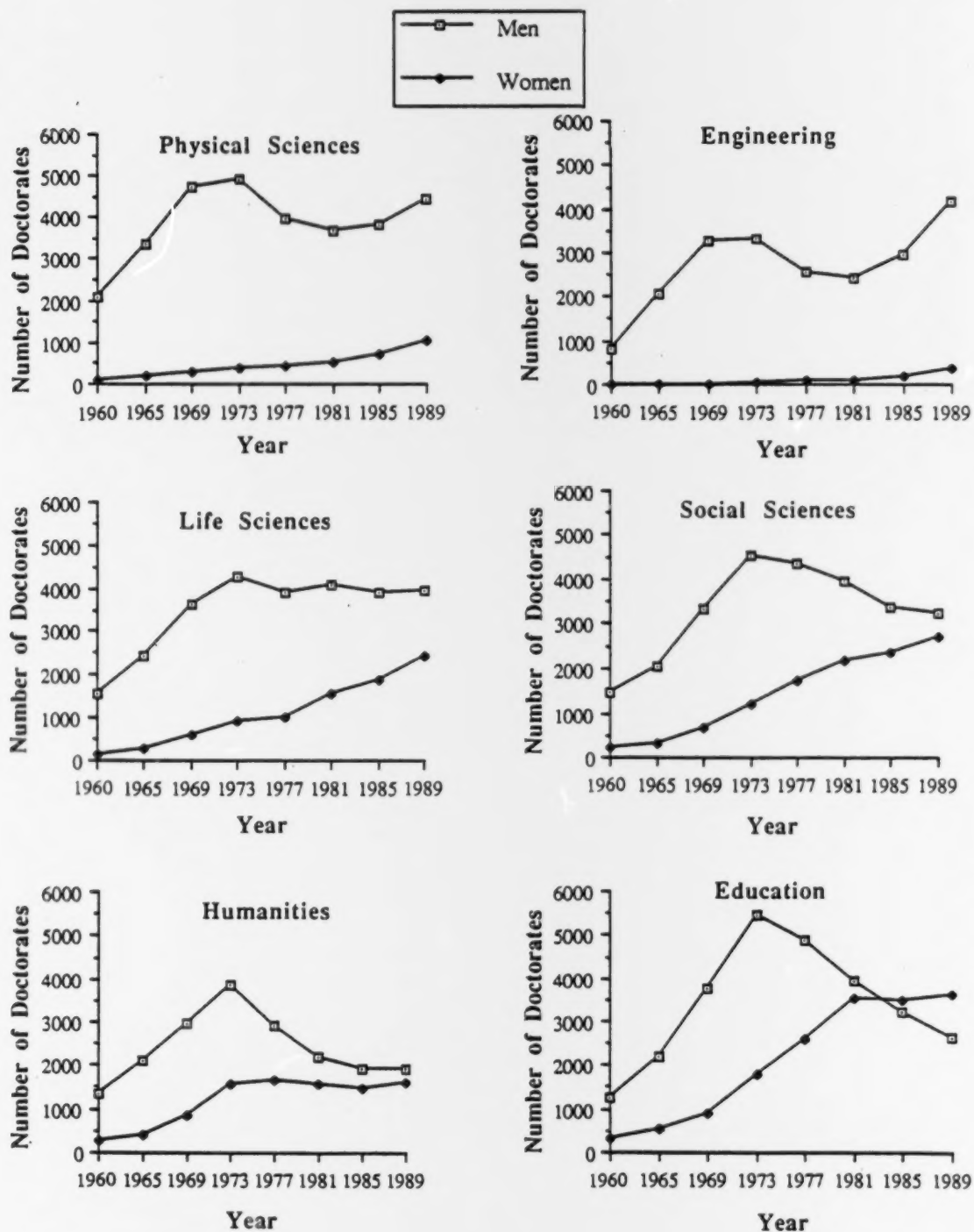
Gender	1973*	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989
Total All Fields	33,755	31,239	31,020	31,357	31,111	31,282	31,337	31,297	31,895	32,356	33,480	34,319
Men	27,670	22,302	21,613	21,465	21,018	20,749	20,638	20,552	20,591	20,931	21,668	21,809
Women	6,085	8,937	9,407	9,892	10,093	10,533	10,699	10,745	11,304	11,425	11,812	12,510
Physical Sciences†	5,311	4,299	4,111	4,170	4,291	4,426	4,452	4,531	4,807	5,030	5,310	5,460
Men	4,929	3,803	3,609	3,667	3,715	3,809	3,795	3,817	4,033	4,200	4,431	4,434
Women	382	496	502	503	576	617	657	714	774	830	879	1,026
Engineering	3,364	2,490	2,479	2,528	2,646	2,781	2,913	3,166	3,376	3,711	4,189	4,536
Men	3,318	2,428	2,389	2,429	2,522	2,657	2,762	2,968	3,151	3,469	3,903	4,163
Women	46	62	90	99	124	124	151	198	225	242	286	373
Life Sciences	5,167	5,223	5,461	5,611	5,709	5,553	5,757	5,779	5,733	5,748	6,154	6,343
Men	4,245	3,952	4,047	4,076	4,073	3,832	3,964	3,909	3,785	3,719	3,884	3,917
Women	922	1,271	1,414	1,535	1,636	1,721	1,793	1,870	1,948	2,029	2,270	2,426
Social Sciences	5,758	5,961	5,856	6,142	5,837	6,096	5,930	5,765	5,892	5,789	5,773	5,955
Men	4,547	3,969	3,811	3,945	3,679	3,690	3,504	3,388	3,381	3,297	3,175	3,263
Women	1,211	1,992	2,045	2,197	2,158	2,406	2,426	2,377	2,511	2,492	2,598	2,692
Humanities	5,414	4,141	3,871	3,751	3,561	3,500	3,536	3,429	3,460	3,500	3,555	3,558
Men	3,864	2,549	2,339	2,203	2,051	1,969	1,947	1,940	1,896	1,929	1,980	1,940
Women	1,550	1,592	1,532	1,548	1,510	1,531	1,589	1,489	1,564	1,571	1,575	1,618
Education	7,238	7,385	7,586	7,497	7,251	7,174	6,808	6,733	6,645	6,449	6,357	6,265
Men	5,455	4,277	4,203	3,957	3,712	3,555	3,337	3,242	3,034	2,896	2,845	2,660
Women	1,783	3,108	3,383	3,540	3,539	3,619	3,471	3,491	3,611	3,553	3,512	3,605
Professional/Other	1,503	1,740	1,656	1,658	1,816	1,752	1,941	1,894	1,982	2,129	2,142	2,202
Men	1,312	1,324	1,215	1,188	1,266	1,237	1,329	1,288	1,311	1,421	1,450	1,432
Women	191	416	441	470	550	515	612	606	671	708	692	770

*Prior to 1989, 1973 was the peak year for doctorates earned in the United States.

†Includes mathematics and computer sciences.

From *Summary Report, 1989: Doctorate Recipients from United States Universities*
(p. 6) by D. H. Thurgood and J. M. Weinman, 1990, Washington, DC: National Academy Press.

Figure 16 - Doctorate Recipients, by Gender and Broad Field, 1960-1989
United States Universities



From *Summary Report, 1989: Doctorate Recipients from United States Universities* (p. 7) by D. H. Thurgood and J. M. Weinman, 1990, Washington, DC: National Academy Press.

VI. A CALL FOR ACTION

- 1) Now is the time for the State System to demonstrate its commitment to educational equity. An addendum to the recent planning document (*Priorities*, 1990) can now be prepared to address the needs of women in higher education. This plan could then become part of the System's priorities for the 1990s and "*should be reviewed, discussed, acted on, reported on and improved upon throughout the decade*" (*Priorities*, 1990, p. 44).
- 2) The State System's action plan should utilize the survey of earned doctorates (Thurgood & Weinman, 1990) which is conducted annually for the National Science Foundation, U.S. Department of Education, National Institutes of Health, National Endowment for the Humanities, and U.S. Department of Agriculture. The eight-factor work-force analysis, which is recommended by the Chancellor's Office (*Prospectus*, 1988), is inadequate because it fails to identify the availability of women in specific areas. The most recent report, *Summary Report, 1989: Doctorate Recipients from United States Universities* (Thurgood & Weinman, 1990), clearly documents the increasing number of female doctorate recipients as well as the gender differences which may exist in fields and subfields.
- 3) Individual campuses within the State System should increase efforts to hire female faculty at the professor and associate professor ranks. Unless this effort is made, female faculty will continue to be disproportionately distributed in the lower professorial ranks well into the 21st century.
- 4) The State System and individual campuses should contact the California and New Jersey State Systems to find out why there is a higher percentage of female faculty at the professor and associate professor ranks in their respective Systems. This information would help the State System to determine what it could do to be as successful in hiring and furthering the professional advancement of female faculty.
- 5) The State System should strengthen its efforts to develop a consensus within the academic community about the rapidly increasing knowledge about gender differences and the importance of same-sex and cross-sex mentors and role models for female and male students and faculty. Faculty and administrators, for example, could participate in programs which develop their awareness of equity issues and identify and destroy stereotypical assumptions about female and male ways of viewing the world.
- 6) The State System should also review the committees which are formed to do such things as prepare reports and plan programs to ensure that female faculty are equitably represented.
- 7) Efforts to improve the status of female faculty should be communicated throughout the State System so that the entire System is aware and knowledgeable about what has been done, what is being done, and what needs to be done to ensure a gender-balanced faculty in all divisions, departments, and professorial ranks at each of the 14 Universities. Informed constituencies are a prerequisite for equity to become a reality in the State System.
- 8) Subsequent studies should use data collected at each of the 14 campuses to accomplish the following:
 - a) identify the factors that have contributed to the disproportionate distribution of female faculty in the lower professorial ranks,
 - b) determine whether hiring procedures and policies are proper,
 - c) verify that affirmative action procedures and policies are being followed,
 - d) ascertain the extent to which departmental complements are gender-balanced in each rank,
 - e) examine the degree to which departments are involved in affirmative action programs,

- f) investigate the retention rate of faculty to determine if there are gender differences,
- g) learn the degree to which female faculty have a voice in the governance structures at their respective universities and in the State System, and
- h) conduct follow-up studies to this study every five years to ensure that "progress" is really being made in the hiring and promotion of female faculty.

In the author's view, many of the changes in the environment of the individual campuses and in the status of female faculty in the State System since the early 1970's have come about because female faculty have pressed for them collectively through the establishment and actions of such groups as the Women's Consortium of the Pennsylvania State System of Higher Education, Women's Centers, Women's Studies Programs, Institute for Women, Child Care Centers, and, most recently, the Commissions on the Status of Women. The commitment, energy, resources, and experience that these groups offer could provide direction to address the issues raised in this report.

It has been said that reality only has value when it is transformed. This study should stimulate a new awareness about gender inequality in the State System and help to set the agenda for the State System's increased hiring and professional advancement of female faculty. Quality education in the State System demands nothing less.

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Appendix A



*Tables 1 - 4
for each of the 14
State System
of Higher Education Universities*

Appendix A

TABLE OF CONTENTS BY UNIVERSITY

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Edinboro University of Pennsylvania	60	Edinboro University of Pennsylvania	61
Indiana University of Pennsylvania	64	Indiana University of Pennsylvania	65
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Mansfield University of Pennsylvania	76	Mansfield University of Pennsylvania	77
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TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	9	73	82	16	90	106	18	55	73	1	1	2	44	219	263
	10.98%	89.02%	100.00%	15.09%	84.91%	100.00%	24.66%	75.34%	100.00%	50.00%	50.00%	100.00%	16.73%	83.27%	100.00%
1975-76	10	73	83	15	92	107	19	54	73	2	5	7	46	224	270
	12.05%	87.95%	100.00%	14.02%	85.98%	100.00%	26.03%	73.97%	100.00%	28.57%	71.43%	100.00%	17.04%	82.96%	100.00%
1976-77	11	75	86	17	96	113	16	53	69	3	5	8	47	229	276
	12.79%	87.21%	100.00%	15.04%	84.96%	100.00%	23.19%	76.81%	100.00%	37.50%	62.50%	100.00%	17.03%	82.97%	100.00%
1977-78	9	76	85	20	96	116	16	54	70	6	4	10	51	230	281
	10.59%	89.41%	100.00%	17.24%	82.76%	100.00%	22.86%	77.14%	100.00%	60.00%	40.00%	100.00%	18.15%	81.85%	100.00%
1978-79	9	81	90	18	105	123	24	48	72	7	3	10	58	237	295
	10.00%	90.00%	100.00%	14.63%	85.37%	100.00%	33.33%	66.67%	100.00%	70.00%	30.00%	100.00%	19.66%	80.34%	100.00%
1979-80	11	81	92	21	104	125	26	46	72	6	4	10	64	235	299
	11.96%	88.04%	100.00%	16.80%	83.20%	100.00%	36.11%	63.89%	100.00%	60.00%	40.00%	100.00%	21.40%	78.60%	100.00%
1980-81	11	87	98	20	104	124	27	41	68	6	3	9	64	235	299
	11.22%	88.78%	100.00%	16.13%	83.87%	100.00%	39.71%	60.29%	100.00%	66.67%	33.33%	100.00%	21.40%	78.60%	100.00%
1981-82	12	85	97	17	102	119	30	44	74	11	1	12	70	232	302
	12.37%	87.63%	100.00%	14.29%	85.71%	100.00%	40.54%	59.46%	100.00%	91.67%	8.33%	100.00%	23.18%	76.82%	100.00%
1982-83	12	87	99	18	95	113	33	47	80	11	8	19	74	237	311
	12.12%	87.88%	100.00%	15.93%	84.07%	100.00%	41.25%	58.75%	100.00%	57.89%	42.11%	100.00%	23.79%	76.21%	100.00%
1983-84	12	87	99	17	89	106	33	53	86	12	12	24	74	241	315
	12.12%	87.88%	100.00%	16.04%	83.96%	100.00%	38.37%	61.63%	100.00%	50.00%	50.00%	100.00%	23.49%	76.51%	100.00%
1984-85	14	90	104	17	93	110	37	58	95	10	9	19	78	250	328
	13.46%	86.54%	100.00%	15.45%	84.55%	100.00%	38.95%	61.05%	100.00%	52.63%	47.37%	100.00%	23.78%	76.22%	100.00%
1985-86	12	88	100	17	87	104	42	59	101	20	12	32	91	246	337
	12.00%	88.00%	100.00%	16.35%	83.65%	100.00%	41.58%	58.42%	100.00%	62.50%	37.50%	100.00%	27.00%	73.00%	100.00%
1986-87	14	81	95	17	88	105	43	62	105	26	13	39	100	244	344
	14.74%	85.26%	100.00%	16.19%	83.81%	100.00%	40.95%	59.05%	100.00%	66.67%	33.33%	100.00%	29.07%	70.93%	100.00%
1987-88	14	81	95	15	85	100	39	66	105	17	9	26	85	241	326
	14.74%	85.26%	100.00%	15.00%	85.00%	100.00%	37.14%	62.86%	100.00%	65.38%	34.62%	100.00%	26.07%	73.93%	100.00%
1988-89	16	82	98	21	87	108	44	66	110	15	9	24	96	244	340
	16.33%	83.67%	100.00%	19.44%	80.56%	100.00%	40.00%	60.00%	100.00%	62.50%	37.50%	100.00%	28.24%	71.76%	100.00%
1989-90	17	86	103	23	92	115	52	62	114	7	9	16	99	249	348
	16.50%	83.50%	100.00%	20.00%	80.00%	100.00%	45.61%	54.39%	100.00%	43.75%	56.25%	100.00%	28.45%	71.55%	100.00%

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

Year	FEMALE			MALE		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	9	44	20.45%	73	219	33.33%
1975-76	10	46	21.74%	73	224	32.59%
1976-77	11	47	23.40%	75	229	32.75%
1977-78	9	51	17.65%	76	230	33.04%
1978-79	9	58	15.52%	81	237	34.18%
1979-80	11	64	17.19%	81	235	34.47%
1980-81	11	64	17.19%	87	235	37.02%
1981-82	12	70	17.14%	85	232	36.64%
1982-83	12	74	16.22%	87	237	36.71%
1983-84	12	74	16.22%	87	241	36.10%
1984-85	14	78	17.95%	90	250	36.00%
1985-86	12	91	13.19%	88	246	35.77%
1986-87	14	100	14.00%	81	244	33.20%
1987-88	14	85	16.47%	81	241	33.61%
1988-89	16	96	16.67%	82	244	33.61%
1989-90	17	99	17.17%	86	249	34.54%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	60.61 to 1	9.10 to 1
1975-76	60.52 to 1	9.75 to 1
1976-77	59.61 to 1	10.10 to 1
1977-78	59.11 to 1	10.09 to 1
1978-79	52.86 to 1	9.25 to 1
1979-80	49.31 to 1	9.35 to 1
1980-81	50.27 to 1	9.05 to 1
1981-82	46.41 to 1	9.06 to 1
1982-83	44.35 to 1	8.57 to 1
1983-84	44.47 to 1	8.68 to 1
1984-85	42.27 to 1	8.43 to 1
1985-86	37.46 to 1	8.57 to 1
1986-87	35.54 to 1	8.97 to 1
1987-88	43.42 to 1	9.17 to 1
1988-89	38.14 to 1	9.13 to 1
1989-90	38.55 to 1	9.38 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	204	115	319	2663	1992	4655	2867	2107	4974
	63.95%	38.05%	100.00%	57.21%	42.79%	100.00%	57.64%	42.36%	100.00%
1975	261.5	127	388.5	2784	2183.5	4967.5	3045.5	2310.5	5356
	67.31%	32.69%	100.00%	58.04%	43.96%	100.00%	56.86%	43.14%	100.00%
1976	242	143	385	2801.5	2313.5	5115	3043.5	2456.5	5500
	62.86%	37.14%	100.00%	54.77%	45.23%	100.00%	55.34%	44.66%	100.00%
1977	238	161	399	3014.5	2320	5334.5	3252.5	2481	5733.5
	59.65%	40.35%	100.00%	56.51%	43.49%	100.00%	56.73%	43.27%	100.00%
1978	230.5	129	359.5	3066	2191.5	5257.5	3296.5	2320.5	5617
	64.12%	35.88%	100.00%	58.32%	41.68%	100.00%	58.69%	41.31%	100.00%
1979	264.5	132.5	397	3156	2197.5	5353.5	3420.5	2330	5750.5
	66.62%	33.38%	100.00%	58.95%	41.05%	100.00%	59.48%	40.52%	100.00%
1980	283	137.5	420.5	3217.5	2126	5343.5	3500.5	2263.5	5764
	67.30%	32.70%	100.00%	60.21%	39.79%	100.00%	60.73%	39.27%	100.00%
1981	222.5	108.5	331	3248.5	2101.5	5350	3471	2210	5681
	67.22%	32.78%	100.00%	60.72%	39.28%	100.00%	61.10%	38.90%	100.00%
1982	208	91.5	299.5	3282	2030.5	5312.5	3490	2122	5612
	69.45%	30.55%	100.00%	61.78%	38.22%	100.00%	62.19%	37.81%	100.00%
1983	215	88	303	3291	2093	5384	3506	2181	5687
	70.96%	29.04%	100.00%	61.13%	38.87%	100.00%	61.65%	38.35%	100.00%
1984	198.5	60.5	259	3297	2107.5	5404.5	3495.5	2168	5663.5
	76.64%	23.36%	100.00%	61.00%	39.00%	100.00%	61.72%	38.28%	100.00%
1985	239.5	83	322.5	3409.5	2108	5517.5	3649	2191	5840
	74.26%	25.74%	100.00%	61.79%	38.21%	100.00%	62.48%	37.52%	100.00%
1986	273.5	90	363.5	3553.5	2187.5	5741	3827	2277.5	6104.5
	75.24%	24.76%	100.00%	61.90%	38.10%	100.00%	62.69%	37.31%	100.00%
1987	273.5	79.5	353	3691	2211	5902	3964.5	2290.5	6255
	77.48%	22.52%	100.00%	62.54%	37.46%	100.00%	63.38%	36.62%	100.00%
1988	230.5	78	308.5	3661	2228	5889	3891.5	2306	6197.5
	74.72%	25.28%	100.00%	62.17%	37.83%	100.00%	62.79%	37.21%	100.00%
1989	252.5	79.5	332	3816	2336.5	6152.5	4068.5	2416	6484.5
	76.05%	23.95%	100.00%	62.02%	37.98%	100.00%	62.74%	37.26%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	5	113	118	23	130	153	21	37	58	3	4	7	52	284	336
	4.24%	95.76%	100.00%	15.03%	84.97%	100.00%	36.21%	63.79%	100.00%	42.86%	57.14%	100.00%	15.48%	84.52%	100.00%
1975-76	5	110	115	18	114	132	15	38	51	3	2	5	41	262	303
	4.35%	95.65%	100.00%	13.64%	86.36%	100.00%	29.41%	70.59%	100.00%	60.00%	40.00%	100.00%	13.53%	86.47%	100.00%
1976-77	7	111	118	19	117	136	14	39	53	4	1	5	44	268	312
	5.93%	94.07%	100.00%	13.97%	86.03%	100.00%	26.42%	73.58%	100.00%	80.00%	20.00%	100.00%	14.10%	85.90%	100.00%
1977-78	7	111	118	20	116	136	13	40	53	6	4	10	46	271	317
	5.93%	94.07%	100.00%	14.71%	85.29%	100.00%	24.53%	75.47%	100.00%	60.00%	40.00%	100.00%	14.51%	85.49%	100.00%
1978-79	7	112	119	26	112	138	12	41	53	4	5	9	49	270	319
	5.88%	94.12%	100.00%	18.84%	81.16%	100.00%	22.64%	77.36%	100.00%	44.44%	55.56%	100.00%	15.36%	84.64%	100.00%
1979-80	7	111	118	24	112	136	12	36	48	3	2	5	46	261	307
	5.93%	94.07%	100.00%	17.65%	82.35%	100.00%	25.00%	75.00%	100.00%	60.00%	40.00%	100.00%	14.98%	85.02%	100.00%
1980-81	6	108	114	21	103	124	11	33	44	3	2	5	41	246	287
	5.26%	94.74%	100.00%	16.94%	83.06%	100.00%	25.00%	75.00%	100.00%	60.00%	40.00%	100.00%	14.29%	85.71%	100.00%
1981-82	6	110	116	22	99	121	10	34	44	3	1	4	41	244	285
	5.17%	94.83%	100.00%	18.18%	81.82%	100.00%	22.73%	77.27%	100.00%	75.00%	25.00%	100.00%	14.39%	85.61%	100.00%
1982-83	9	110	119	20	88	108	7	29	36	3	1	4	39	228	267
	7.56%	92.44%	100.00%	18.52%	81.48%	100.00%	19.44%	80.56%	100.00%	75.00%	25.00%	100.00%	14.61%	85.39%	100.00%
1983-84	10	105	115	18	88	106	6	31	37	6	5	11	40	229	269
	8.70%	91.30%	100.00%	16.98%	83.02%	100.00%	16.22%	83.78%	100.00%	54.55%	45.45%	100.00%	14.87%	85.13%	100.00%
1984-85	10	104	114	16	81	97	11	31	42	5	3	8	42	219	261
	8.77%	91.23%	100.00%	16.49%	83.51%	100.00%	26.19%	73.81%	100.00%	62.50%	37.50%	100.00%	16.09%	83.91%	100.00%
1985-86	11	101	112	14	83	97	12	35	47	4	3	7	41	222	263
	9.82%	90.18%	100.00%	14.43%	85.57%	100.00%	25.53%	74.47%	100.00%	57.14%	42.86%	100.00%	15.59%	84.41%	100.00%
1986-87	14	100	114	13	83	96	15	35	50	8	6	14	50	224	274
	12.28%	87.72%	100.00%	13.54%	86.46%	100.00%	30.00%	70.00%	100.00%	57.14%	42.86%	100.00%	18.25%	81.75%	100.00%
1987-88	14	99	113	13	85	98	19	32	51	4	4	8	50	220	270
	12.39%	87.61%	100.00%	13.27%	86.73%	100.00%	37.25%	62.75%	100.00%	50.00%	50.00%	100.00%	18.52%	81.48%	100.00%
1988-89	15	95	110	14	82	96	21	32	53	10	14	24	60	223	283
	13.64%	86.36%	100.00%	14.58%	85.42%	100.00%	39.62%	60.38%	100.00%	41.67%	58.33%	100.00%	21.20%	78.80%	100.00%
1989-90	14	94	108	16	80	96	24	39	63	20	19	39	74	232	306
	12.96%	87.04%	100.00%	16.67%	83.33%	100.00%	38.10%	61.90%	100.00%	51.28%	48.72%	100.00%	24.18%	75.82%	100.00%

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

Year	FEMALE			MALE		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	5	52	9.62%	113	284	39.79%
1975-76	5	41	12.20%	110	262	41.98%
1976-77	7	44	15.91%	111	268	41.42%
1977-78	7	46	15.22%	111	271	40.96%
1978-79	7	49	14.29%	112	270	41.48%
1979-80	7	46	15.22%	111	261	42.53%
1980-81	6	41	14.63%	108	246	43.90%
1981-82	6	41	14.63%	110	244	45.08%
1982-83	9	39	23.08%	110	228	48.25%
1983-84	10	40	25.00%	105	229	45.85%
1984-85	10	42	23.81%	104	219	47.49%
1985-86	11	41	26.83%	101	222	45.50%
1986-87	14	50	28.00%	100	224	44.64%
1987-88	14	50	28.00%	99	220	45.00%
1988-89	15	60	25.00%	95	223	42.60%
1989-90	14	74	18.92%	94	232	40.52%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	37.26 to 1	7.63 to 1
1975-76	43.91 to 1	8.49 to 1
1976-77	39.58 to 1	7.63 to 1
1977-78	35.68 to 1	7.28 to 1
1978-79	32.97 to 1	7.06 to 1
1979-80	34.70 to 1	6.91 to 1
1980-81	39.30 to 1	7.32 to 1
1981-82	42.30 to 1	8.13 to 1
1982-83	42.96 to 1	8.93 to 1
1983-84	44.43 to 1	9.99 to 1
1984-85	42.73 to 1	10.68 to 1
1985-86	45.65 to 1	10.46 to 1
1986-87	42.77 to 1	10.47 to 1
1987-88	46.85 to 1	11.12 to 1
1988-89	43.84 to 1	11.42 to 1
1989-90	38.01 to 1	11.43 to 1

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	233.5	161.5	395	1937.5	2168	4105.5	2171	2329.5	4500.5
	59.11%	40.89%	100.00%	47.19%	52.81%	100.00%	48.24%	51.76%	100.00%
1975	248.5	154	400.5	1800.5	2224	4024.5	2047	2378	4425
	61.55%	38.45%	100.00%	44.74%	55.26%	100.00%	48.26%	53.74%	100.00%
1976	237	154.5	391.5	1741.5	2046	3787.5	1978.5	2200.5	4179
	60.54%	39.46%	100.00%	45.98%	54.02%	100.00%	47.34%	52.66%	100.00%
1977	221	140	361	1641.5	1973	3614.5	1862.5	2113	3975.5
	61.22%	38.78%	100.00%	45.41%	54.59%	100.00%	46.85%	53.15%	100.00%
1978	219.5	141	360.5	1615.5	1905	3520.5	1835	2046	3881
	60.89%	39.11%	100.00%	45.89%	54.11%	100.00%	47.28%	52.72%	100.00%
1979	195.5	132	327.5	1596	1803.5	3399.5	1791.5	1935.5	3727
	59.69%	40.31%	100.00%	46.95%	53.05%	100.00%	48.07%	51.93%	100.00%
1980	208.5	143.5	352	1611.5	1801.5	3413	1820	1945	3765
	59.23%	40.77%	100.00%	47.22%	52.78%	100.00%	48.34%	51.66%	100.00%
1981	174.5	113	287.5	1734.5	1982.5	3717	1909	2095.5	4004.5
	60.70%	39.30%	100.00%	46.66%	53.34%	100.00%	47.67%	52.33%	100.00%
1982	155.5	116.5	272	1675.5	2035.5	3711	1831	2152	3983
	57.17%	42.83%	100.00%	45.15%	54.85%	100.00%	45.97%	54.03%	100.00%
1983	175.5	109	284.5	1777	2288.5	4065.5	1952.5	2397.5	4350
	61.69%	38.31%	100.00%	43.71%	56.29%	100.00%	44.89%	55.11%	100.00%
1984	175.5	128.5	304	1794.5	2338	4132.5	1970	2466.5	4436.5
	57.73%	42.27%	100.00%	43.42%	56.58%	100.00%	44.40%	55.60%	100.00%
1985	175.5	133.5	309	1871.5	2322	4193.5	2047	2455.5	4502.5
	56.80%	43.20%	100.00%	44.63%	55.37%	100.00%	45.46%	54.54%	100.00%
1986	183	140.5	323.5	2138.5	2345	4483.5	2321.5	2485.5	4807
	56.57%	43.43%	100.00%	47.70%	52.30%	100.00%	48.29%	51.71%	100.00%
1987	220.5	164	384.5	2342.5	2446	4788.5	2563	2610	5173
	57.35%	42.65%	100.00%	48.92%	51.08%	100.00%	49.55%	50.45%	100.00%
1988	225.5	165.5	391	2630.5	2546.5	5177	2856	2712	5568
	57.67%	42.33%	100.00%	50.81%	49.19%	100.00%	51.29%	48.71%	100.00%
1989	281	203.5	484.5	2812.5	2651.5	5464	3093.5	2855	5948.5
	58.00%	42.00%	100.00%	51.47%	48.53%	100.00%	52.00%	48.00%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	7	25	32	21	37	58	13	22	35	9	11	20	50	95	145
	21.88%	78.13%	100.00%	36.21%	63.79%	100.00%	37.14%	62.86%	100.00%	45.00%	55.00%	100.00%	34.48%	65.52%	100.00%
1975-76	8	32	38	22	58	80	13	29	42	8	15	23	49	134	183
	15.79%	84.21%	100.00%	27.50%	72.50%	100.00%	30.95%	69.05%	100.00%	34.78%	65.22%	100.00%	26.78%	73.22%	100.00%
1976-77	6.5	28.5	35	21.5	47.5	69	13	25.5	38.5	8.5	13	21.5	49.5	114.5	164
	18.57%	81.43%	100.00%	31.16%	68.84%	100.00%	33.77%	66.23%	100.00%	39.53%	60.47%	100.00%	30.18%	69.82%	100.00%
1977-78	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
	23.64%	76.36%	100.00%	35.29%	64.71%	100.00%	52.00%	48.00%	100.00%	63.16%	36.84%	100.00%	36.96%	63.04%	100.00%
1978-79	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
	23.64%	76.36%	100.00%	35.29%	64.71%	100.00%	52.00%	48.00%	100.00%	63.16%	36.84%	100.00%	36.96%	63.04%	100.00%
1979-80	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
	23.64%	76.36%	100.00%	35.29%	64.71%	100.00%	52.00%	48.00%	100.00%	63.16%	36.84%	100.00%	36.96%	63.04%	100.00%
1980-81	16	42	58	33	54	87	11	9	20	8	8	16	68	113	181
	27.59%	72.41%	100.00%	37.93%	62.07%	100.00%	55.00%	45.00%	100.00%	50.00%	50.00%	100.00%	37.57%	62.43%	100.00%
1981-82	15	38	53	30	56	86	13	7	20	7	8	15	65	109	174
	28.30%	71.70%	100.00%	34.88%	65.12%	100.00%	65.00%	35.00%	100.00%	46.67%	53.33%	100.00%	37.36%	62.64%	100.00%
1982-83	14	36	50	27	55	82	13	4	17	8	6	14	62	101	163
	28.00%	72.00%	100.00%	32.93%	67.07%	100.00%	76.47%	23.53%	100.00%	57.14%	42.86%	100.00%	38.04%	61.96%	100.00%
1983-84	15	33	48	19	42	61	10	4	14	2	6	8	46	85	131
	31.25%	68.75%	100.00%	31.15%	68.85%	100.00%	71.43%	28.57%	100.00%	25.00%	75.00%	100.00%	35.11%	64.89%	100.00%
1984-85	13	34	47	22	45	67	11	4	15	3	6	9	49	89	138
	27.66%	72.34%	100.00%	32.84%	67.16%	100.00%	73.33%	26.67%	100.00%	33.33%	66.67%	100.00%	35.51%	64.49%	100.00%
1985-86	14	39	53	25	41	66	10	3	13	3	7	10	52	90	142
	26.42%	73.58%	100.00%	37.88%	62.12%	100.00%	76.92%	23.08%	100.00%	30.00%	70.00%	100.00%	36.62%	63.38%	100.00%
1986-87	16	39	55	24	48	72	9	5	14	6	8	14	55	100	155
	29.09%	70.91%	100.00%	33.33%	66.67%	100.00%	64.29%	35.71%	100.00%	42.86%	57.14%	100.00%	35.48%	64.52%	100.00%
1987-88	15	35	50	24	38	62	10	10	20	5	5	10	54	88	142
	30.00%	70.00%	100.00%	38.71%	61.29%	100.00%	50.00%	50.00%	100.00%	50.00%	50.00%	100.00%	38.03%	61.97%	100.00%
1988-89	13	26	39	18	33	51	8	5	13	4	3	7	43	67	110
	33.33%	66.67%	100.00%	35.29%	64.71%	100.00%	61.54%	38.46%	100.00%	57.14%	42.86%	100.00%	39.09%	60.91%	100.00%
1989-90	15	25	40	17	29	46	9	5	14	3	3	6	44	62	106
	37.50%	62.50%	100.00%	36.96%	63.04%	100.00%	64.29%	35.71%	100.00%	50.00%	50.00%	100.00%	41.51%	58.49%	100.00%

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

Year	FEMALE			MALE		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	7	50	14.00%	25	95	26.32%
1975-76	6	49	12.24%	32	134	23.88%
1976-77	6.5	49.5	13.13%	28.5	114.5	24.89%
1977-78	13	68	19.12%	42	116	36.21%
1978-79	13	68	19.12%	42	116	36.21%
1979-80	13	68	19.12%	42	116	36.21%
1980-81	16	68	23.53%	42	113	37.17%
1981-82	15	65	23.08%	38	109	34.86%
1982-83	14	62	22.58%	36	101	35.64%
1983-84	15	46	32.61%	33	85	38.82%
1984-85	13	49	26.53%	34	89	38.20%
1985-86	14	52	26.92%	39	90	43.33%
1986-87	16	55	29.09%	39	100	39.00%
1987-88	15	54	27.78%	35	88	39.77%
1988-89	13	43	30.23%	28	67	38.81%
1989-90	15	44	34.09%	25	62	40.32%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	20.18 to 1	12.21 to 1
1975-76	20.98 to 1	8.96 to 1
1976-77	21.68 to 1	11.43 to 1
1977-78	19.30 to 1	10.86 to 1
1978-79	17.04 to 1	9.43 to 1
1979-80	16.19 to 1	9.47 to 1
1980-81	16.35 to 1	9.08 to 1
1981-82	16.35 to 1	9.28 to 1
1982-83	13.88 to 1	8.13 to 1
1983-84	18.38 to 1	10.06 to 1
1984-85	16.59 to 1	8.66 to 1
1985-86	11.91 to 1	7.05 to 1
1986-87	10.93 to 1	6.76 to 1
1987-88	12.80 to 1	8.32 to 1
1988-89	13.80 to 1	7.90 to 1
1989-90	15.03 to 1	9.78 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	51.5	61	112.5	1009	1160	2169	1060.5	1221	2281.5
	45.78%	54.22%	100.00%	46.52%	53.48%	100.00%	46.48%	53.52%	100.00%
1975	80.5	86	166.5	1028	1200	2228	1108.5	1286	2394.5
	48.35%	51.65%	100.00%	48.14%	53.86%	100.00%	46.29%	53.71%	100.00%
1976	58	83	141	1073	1308.5	2381.5	1131	1391.5	2522.5
	41.13%	58.87%	100.00%	45.06%	54.94%	100.00%	44.84%	55.16%	100.00%
1977	68.5	77.5	146	1312.5	1260	2572.5	1381	1337.5	2718.5
	46.92%	53.08%	100.00%	51.02%	48.98%	100.00%	50.80%	49.20%	100.00%
1978	61.5	69	130.5	1158.5	1094	2252.5	1220	1163	2383
	47.13%	52.87%	100.00%	51.43%	48.57%	100.00%	51.20%	48.80%	100.00%
1979	52.5	56	108.5	1101	1098.5	2199.5	1153.5	1154.5	2308
	48.39%	51.61%	100.00%	50.06%	49.94%	100.00%	49.98%	50.02%	100.00%
1980	32	45	77	1111.5	1026.5	2138	1143.5	1071.5	2215
	41.56%	58.44%	100.00%	51.99%	48.01%	100.00%	51.63%	48.37%	100.00%
1981	22	24	46	1063	1012	2075	1085	1036	2121
	47.83%	52.17%	100.00%	51.23%	48.77%	100.00%	51.16%	48.84%	100.00%
1982	21.5	27	48.5	860.5	821.5	1682	882	848.5	1730.5
	44.33%	55.67%	100.00%	51.16%	48.84%	100.00%	50.97%	49.03%	100.00%
1983	29.5	28	57.5	845.5	855	1700.5	875	883	1758
	51.30%	48.70%	100.00%	49.72%	50.28%	100.00%	49.77%	50.23%	100.00%
1984	35.5	20	55.5	813	770.5	1583.5	848.5	790.5	1639
	63.96%	36.04%	100.00%	51.34%	48.66%	100.00%	51.77%	48.23%	100.00%
1985	39.5	30	69.5	619.5	634.5	1254	659	664.5	1323.5
	56.83%	43.17%	100.00%	49.40%	50.60%	100.00%	49.79%	50.21%	100.00%
1986	46	32	78	601	676	1277	647	708	1355
	58.97%	41.03%	100.00%	47.06%	52.94%	100.00%	47.75%	52.25%	100.00%
1987	66	49	115	691	732	1423	757	781	1538
	57.39%	42.61%	100.00%	48.56%	51.44%	100.00%	49.22%	50.78%	100.00%
1988	64.5	51.5	116	593.5	529.5	1123	658	581	1239
	55.60%	44.40%	100.00%	52.85%	47.15%	100.00%	53.11%	46.89%	100.00%
1989	123.5	57	180.5	661.5	606.5	1268	785	663.5	1448.5
	68.42%	31.58%	100.00%	52.17%	47.83%	100.00%	54.19%	45.81%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	6	58	64	19	88	107	16	40	56	9	10	19	50	196	246
	9.38%	90.63%	100.00%	17.76%	82.24%	100.00%	28.57%	71.43%	100.00%	47.37%	52.63%	100.00%	20.33%	79.67%	100.00%
1975-76	8	59	67	18	92	110	21	41	62	7	10	17	54	202	256
	11.94%	88.06%	100.00%	16.36%	83.64%	100.00%	33.87%	66.13%	100.00%	41.18%	58.82%	100.00%	21.09%	78.91%	100.00%
1976-77	8	61	69	21	91	112	21	41	62	7	10	17	57	203	260
	11.59%	88.41%	100.00%	18.75%	81.25%	100.00%	33.87%	66.13%	100.00%	41.18%	58.82%	100.00%	21.92%	78.08%	100.00%
1977-78	8	62	70	18	86	104	20	39	59	8	8	16	54	195	249
	11.43%	88.57%	100.00%	17.31%	82.69%	100.00%	33.90%	66.10%	100.00%	50.00%	50.00%	100.00%	21.69%	78.31%	100.00%
1978-79	11	64	75	15	86	101	20	41	61	11	8	19	57	199	256
	14.67%	85.33%	100.00%	14.85%	85.15%	100.00%	32.79%	67.21%	100.00%	57.89%	42.11%	100.00%	22.27%	77.73%	100.00%
1979-80	12	70	82	13	89	102	17	39	56	8	8	16	50	206	256
	14.63%	85.37%	100.00%	12.75%	87.25%	100.00%	30.36%	69.64%	100.00%	50.00%	50.00%	100.00%	19.53%	80.47%	100.00%
1980-81	13	74	87	12	88	100	17	37	54	12	12	24	54	211	265
	14.94%	85.06%	100.00%	12.00%	88.00%	100.00%	31.48%	68.52%	100.00%	50.00%	50.00%	100.00%	20.38%	79.62%	100.00%
1981-82	12	73	85	12	79	91	20	45	65	10	11	21	54	208	262
	14.12%	85.88%	100.00%	13.19%	86.81%	100.00%	30.77%	69.23%	100.00%	47.62%	52.38%	100.00%	20.61%	79.39%	100.00%
1982-83	11	81	92	12	81	93	21	44	65	12	12	24	56	218	274
	11.96%	88.04%	100.00%	12.90%	87.10%	100.00%	32.31%	67.69%	100.00%	50.00%	50.00%	100.00%	20.44%	79.56%	100.00%
1983-84	11	80	91	12	75	87	25	46	71	11	9	20	59	210	269
	12.09%	87.91%	100.00%	13.79%	86.21%	100.00%	35.21%	64.79%	100.00%	55.00%	45.00%	100.00%	21.93%	78.07%	100.00%
1984-85	9	79	88	10	70	80	27	40	67	5	7	12	51	196	247
	10.23%	89.77%	100.00%	12.50%	87.50%	100.00%	40.30%	59.70%	100.00%	41.67%	58.33%	100.00%	20.65%	79.35%	100.00%
1985-86	10	82	92	12	84	96	44	57	101	20	8	28	86	231	317
	10.87%	89.13%	100.00%	12.50%	87.50%	100.00%	43.56%	56.44%	100.00%	71.43%	28.57%	100.00%	27.13%	72.87%	100.00%
1986-87	9	88	97	11	77	88	44	61	105	16	11	27	80	237	317
	9.28%	90.72%	100.00%	12.50%	87.50%	100.00%	41.90%	58.10%	100.00%	59.26%	40.74%	100.00%	25.24%	74.76%	100.00%
1987-88	8	88	96	15	75	90	49	59	108	16	10	26	88	232	320
	8.33%	91.67%	100.00%	16.67%	83.33%	100.00%	45.37%	54.63%	100.00%	61.54%	38.46%	100.00%	27.50%	72.50%	100.00%
1988-89	9	83	92	23	70	93	50	51	101	22	9	31	104	213	317
	9.78%	90.22%	100.00%	24.73%	75.27%	100.00%	49.50%	50.50%	100.00%	70.97%	29.03%	100.00%	32.81%	67.19%	100.00%
1989-90	9	79	88	22	68	90	57	49	106	23	13	36	111	209	320
	10.23%	89.77%	100.00%	24.44%	75.56%	100.00%	53.77%	46.23%	100.00%	63.89%	36.11%	100.00%	34.69%	65.31%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	6	50	12.00%	58	196	29.59%
1975-76	8	54	14.81%	59	202	29.21%
1976-77	8	57	14.04%	61	203	30.05%
1977-78	8	54	14.81%	62	195	31.79%
1978-79	11	57	19.30%	64	199	32.16%
1979-80	12	50	24.00%	70	206	33.98%
1980-81	13	54	24.07%	74	211	35.07%
1981-82	12	54	22.22%	73	208	35.10%
1982-83	11	56	19.64%	81	218	37.16%
1983-84	11	59	18.64%	80	210	38.10%
1984-85	9	51	17.65%	79	196	40.31%
1985-86	10	86	11.63%	82	231	35.50%
1986-87	9	80	11.25%	88	237	37.13%
1987-88	8	88	9.09%	88	232	37.93%
1988-89	9	104	8.65%	83	213	38.97%
1989-90	9	111	8.11%	79	209	37.80%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	43.41 to 1	11.86 to 1
1975-76	42.84 to 1	11.58 to 1
1976-77	40.53 to 1	11.21 to 1
1977-78	44.14 to 1	11.11 to 1
1978-79	42.79 to 1	10.79 to 1
1979-80	50.80 to 1	10.56 to 1
1980-81	46.48 to 1	10.27 to 1
1981-82	48.87 to 1	10.77 to 1
1982-83	47.29 to 1	10.08 to 1
1983-84	44.83 to 1	10.96 to 1
1984-85	52.32 to 1	12.07 to 1
1985-86	32.13 to 1	10.15 to 1
1986-87	34.84 to 1	9.67 to 1
1987-88	32.78 to 1	9.84 to 1
1988-89	30.59 to 1	11.00 to 1
1989-90	28.77 to 1	11.04 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	152	130.5	282.5	2170.5	2325	4495.5	2322.5	2455.5	4778
	53.81%	46.19%	100.00%	48.28%	51.72%	100.00%	48.61%	51.39%	100.00%
1975	138	128	262	2313.5	2340	4653.5	2449.5	2466	4915.5
	51.91%	48.09%	100.00%	49.72%	50.28%	100.00%	49.83%	50.17%	100.00%
1976	131.5	111.5	243	2310	2275.5	4585.5	2441.5	2387	4828.5
	54.12%	45.88%	100.00%	50.38%	49.62%	100.00%	50.56%	49.44%	100.00%
1977	134	109.5	243.5	2383.5	2165.5	4549	2517.5	2275	4792.5
	55.03%	44.97%	100.00%	52.40%	47.60%	100.00%	52.53%	47.47%	100.00%
1978	124.5	92	216.5	2439	2147	4586	2563.5	2239	4802.5
	57.51%	42.49%	100.00%	53.18%	46.82%	100.00%	53.38%	46.62%	100.00%
1979	120	98.5	218.5	2540	2176	4716	2660	2274.5	4934.5
	54.92%	45.08%	100.00%	53.86%	46.14%	100.00%	53.91%	46.09%	100.00%
1980	135	93.5	228.5	2510	2168.5	4678.5	2645	2260	4905
	59.08%	40.92%	100.00%	53.67%	46.33%	100.00%	53.92%	46.08%	100.00%
1981	124.5	90.5	215	2639	2240	4879	2763.5	2330.5	5094
	57.91%	42.09%	100.00%	54.09%	45.91%	100.00%	54.25%	45.75%	100.00%
1982	133.5	101.5	235	2648	2198.5	4844.5	2781.5	2298	5079.5
	56.81%	43.19%	100.00%	54.66%	45.34%	100.00%	54.76%	45.24%	100.00%
1983	147	111.5	258.5	2645	2302	4947	2792	2413.5	5205.5
	56.87%	43.13%	100.00%	53.47%	46.53%	100.00%	53.64%	46.36%	100.00%
1984	171	176	347	2668.5	2366	5034.5	2839.5	2542	5381.5
	49.28%	50.72%	100.00%	53.00%	47.00%	100.00%	52.76%	47.24%	100.00%
1985	257	123.5	380.5	2763	2344.5	5107.5	3020	2468	5488
	67.54%	32.46%	100.00%	54.10%	45.90%	100.00%	55.03%	44.97%	100.00%
1986	296.5	151.5	448	2787.5	2292.5	5080	3084	2444	5528
	66.18%	33.82%	100.00%	54.87%	45.13%	100.00%	55.79%	44.21%	100.00%
1987	294.5	144.5	439	2884.5	2282	5166.5	3179	2426.5	5605.5
	67.08%	32.92%	100.00%	55.83%	44.17%	100.00%	56.71%	43.29%	100.00%
1988	292	146	438	3181	2343.5	5524.5	3473	2489.5	5962.5
	66.67%	33.33%	100.00%	57.58%	42.42%	100.00%	58.25%	41.75%	100.00%
1989	277.5	146.5	424	3193.5	2307	5500.5	3471	2453.5	5924.5
	65.45%	34.55%	100.00%	58.06%	41.94%	100.00%	58.59%	41.41%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	8	53	61	15	55	70	20	34	54	14	9	23	57	151	208
	13.11%	86.89%	100.00%	21.43%	78.57%	100.00%	37.04%	62.96%	100.00%	60.87%	39.13%	100.00%	27.40%	72.60%	100.00%
1975-76	9	59	68	18	53	69	17	33	50	7	8	15	49	153	202
	13.24%	86.76%	100.00%	23.19%	76.81%	100.00%	34.00%	66.00%	100.00%	46.67%	53.33%	100.00%	24.26%	75.74%	100.00%
1976-77	8	65	73	19	56	75	18	27	45	7	8	15	52	156	208
	10.96%	89.04%	100.00%	25.33%	74.67%	100.00%	40.00%	60.00%	100.00%	46.67%	53.33%	100.00%	25.00%	75.00%	100.00%
1977-78	10	66	76	16	56	72	20	34	54	7	9	16	53	165	218
	13.16%	86.84%	100.00%	22.22%	77.78%	100.00%	37.04%	62.96%	100.00%	43.75%	56.25%	100.00%	24.31%	75.69%	100.00%
1978-79	10	68	78	18	62	80	30	29	59	5	7	12	63	166	229
	12.82%	87.18%	100.00%	22.50%	77.50%	100.00%	50.85%	49.15%	100.00%	41.67%	58.33%	100.00%	27.51%	72.49%	100.00%
1979-80	9	70	79	18	62	80	22	27	49	1	2	3	50	161	211
	11.39%	88.61%	100.00%	22.50%	77.50%	100.00%	44.90%	55.10%	100.00%	33.33%	66.67%	100.00%	23.70%	76.30%	100.00%
1980-81	9	65	74	18	65	83	29	32	61	3	1	4	59	163	222
	12.16%	87.84%	100.00%	21.69%	78.31%	100.00%	47.54%	52.46%	100.00%	75.00%	25.00%	100.00%	26.58%	73.42%	100.00%
1981-82	11	74	85	19	64	83	26	30	56	1	2	3	57	170	227
	12.94%	87.06%	100.00%	22.89%	77.11%	100.00%	46.43%	53.57%	100.00%	33.33%	66.67%	100.00%	25.11%	74.89%	100.00%
1982-83	12	76	88	21	63	84	25	29	54	1	1	2	59	169	228
	13.64%	86.36%	100.00%	25.00%	75.00%	100.00%	46.30%	53.70%	100.00%	50.00%	50.00%	100.00%	25.88%	74.12%	100.00%
1983-84	12	76	88	21	63	84	23	28	51	1	3	4	57	170	227
	13.64%	86.36%	100.00%	25.00%	75.00%	100.00%	45.10%	54.90%	100.00%	25.00%	75.00%	100.00%	25.11%	74.89%	100.00%
1984-85	14	80	94	19	63	82	23	30	53	2	5	7	58	178	236
	14.89%	85.11%	100.00%	23.17%	76.83%	100.00%	43.40%	56.60%	100.00%	28.57%	71.43%	100.00%	24.58%	75.42%	100.00%
1985-86	15	82	97	20	53	73	20	25	45	2	3	5	57	163	220
	15.46%	84.54%	100.00%	27.40%	72.60%	100.00%	44.44%	55.56%	100.00%	40.00%	60.00%	100.00%	25.91%	74.09%	100.00%
1986-87	17	84	101	20	52	72	26	33	59	3	5	8	66	174	240
	16.83%	83.17%	100.00%	27.78%	72.22%	100.00%	44.07%	55.93%	100.00%	37.50%	62.50%	100.00%	27.50%	72.50%	100.00%
1987-88	17	80	97	20	53	73	24	29	53	6	8	14	67	170	237
	17.53%	82.47%	100.00%	27.40%	72.60%	100.00%	45.28%	54.72%	100.00%	42.86%	57.14%	100.00%	28.27%	71.73%	100.00%
1988-89	18	81	99	25	49	74	27	34	61	4	4	8	74	168	242
	18.18%	81.82%	100.00%	33.78%	66.22%	100.00%	44.26%	55.74%	100.00%	50.00%	50.00%	100.00%	30.58%	69.42%	100.00%
1989-90	19	72	91	24	49	73	26	26	52	1	4	5	70	151	221
	20.88%	79.12%	100.00%	32.88%	67.12%	100.00%	50.00%	50.00%	100.00%	20.00%	80.00%	100.00%	31.67%	68.33%	100.00%

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	8	57	14.04%	53	151	35.10%
1975-76	9	49	18.37%	59	153	38.56%
1976-77	8	52	15.38%	65	156	41.67%
1977-78	10	53	18.87%	66	165	40.00%
1978-79	10	63	15.87%	68	166	40.96%
1979-80	9	50	18.00%	70	161	43.48%
1980-81	9	59	15.25%	65	163	39.88%
1981-82	11	57	19.30%	74	170	43.53%
1982-83	12	59	20.34%	76	169	44.97%
1983-84	12	57	21.05%	76	170	44.71%
1984-85	14	58	24.14%	80	178	44.94%
1985-86	15	57	26.32%	82	163	50.31%
1986-87	17	66	25.76%	84	174	48.28%
1987-88	17	67	25.37%	80	170	47.06%
1988-89	18	74	24.32%	81	168	48.21%
1989-90	19	70	27.14%	72	151	47.68%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	34.54 to 1	9.86 to 1
1975-76	39.70 to 1	10.03 to 1
1976-77	39.61 to 1	10.01 to 1
1977-78	38.49 to 1	9.49 to 1
1978-79	31.02 to 1	8.92 to 1
1979-80	38.85 to 1	9.48 to 1
1980-81	32.79 to 1	9.67 to 1
1981-82	32.97 to 1	9.27 to 1
1982-83	32.04 to 1	9.94 to 1
1983-84	33.02 to 1	9.86 to 1
1984-85	33.07 to 1	9.82 to 1
1985-86	33.91 to 1	10.67 to 1
1986-87	29.45 to 1	9.78 to 1
1987-88	32.54 to 1	10.17 to 1
1988-89	29.61 to 1	10.66 to 1
1989-90	33.45 to 1	12.96 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	126	115.5	241.5	1968	1489.5	3457.5	2094	1605	3699
	52.17%	47.83%	100.00%	56.92%	43.08%	100.00%	56.61%	43.39%	100.00%
1975	101	108.5	207.5	1945.5	1535	3480.5	2046.5	1641.5	3688
	48.67%	51.33%	100.00%	55.90%	44.10%	100.00%	55.49%	44.51%	100.00%
1976	75	78.5	153.5	2059.5	1581	3620.5	2134.5	1639.5	3774
	48.86%	51.14%	100.00%	56.88%	43.12%	100.00%	56.56%	43.44%	100.00%
1977	71	70.5	141.5	2040	1566	3606	2111	1636.5	3747.5
	50.18%	49.82%	100.00%	56.57%	43.43%	100.00%	56.33%	43.67%	100.00%
1978	70.5	72.5	143	1954.5	1481	3435.5	2025	1553.5	3578.5
	49.30%	50.70%	100.00%	56.89%	43.11%	100.00%	56.59%	43.41%	100.00%
1979	74	64	138	1942.5	1528.5	3469	2018.5	1590.5	3607
	53.62%	46.38%	100.00%	56.00%	44.00%	100.00%	55.91%	44.09%	100.00%
1980	74	85.5	139.5	1934.5	1578.5	3511	2008.5	1642	3650.5
	53.05%	46.95%	100.00%	55.10%	44.90%	100.00%	55.02%	44.98%	100.00%
1981	87	74.5	161.5	1879.5	1576.5	3456	1966.5	1651	3617.5
	53.87%	46.13%	100.00%	54.38%	45.62%	100.00%	54.36%	45.64%	100.00%
1982	91	76	167	1890.5	1680	3570.5	1981.5	1756	3737.5
	54.49%	45.51%	100.00%	52.95%	47.05%	100.00%	53.02%	46.98%	100.00%
1983	83.5	80.5	164	1882	1677	3559	1965.5	1757.5	3723
	50.91%	49.09%	100.00%	52.88%	47.12%	100.00%	52.79%	47.21%	100.00%
1984	113.5	78	191.5	1918	1748.5	3666.5	2031.5	1828.5	3858
	59.27%	40.73%	100.00%	52.31%	47.69%	100.00%	52.66%	47.34%	100.00%
1985	100	95.5	195.5	1933	1739	3672	2033	1834.5	3867.5
	51.15%	48.85%	100.00%	52.64%	47.36%	100.00%	52.57%	47.43%	100.00%
1986	163.5	105.5	269	1943.5	1702	3645.5	2107	1807.5	3914.5
	60.78%	39.22%	100.00%	53.31%	46.69%	100.00%	53.83%	46.17%	100.00%
1987	196.5	107	303.5	2180.5	1729	3909.5	2377	1836	4213
	64.74%	35.26%	100.00%	55.77%	44.23%	100.00%	56.42%	43.58%	100.00%
1988	236.5	127.5	364	2191.5	1791.5	3983	2428	1919	4347
	64.97%	35.03%	100.00%	55.02%	44.98%	100.00%	55.85%	44.15%	100.00%
1989	282.5	150	432.5	2341.5	1957.5	4299	2624	2107.5	4731.5
	65.32%	34.68%	100.00%	54.47%	45.53%	100.00%	55.46%	44.54%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	8	105	113	15	132	147	32	93	125	9	11	20	64	341	405
	7.08%	92.92%	100.00%	10.20%	89.80%	100.00%	25.60%	74.40%	100.00%	45.00%	55.00%	100.00%	15.80%	84.20%	100.00%
1975-76	9	112	121	16	128	144	29	97	126	7	10	17	61	347	408
	7.44%	92.56%	100.00%	11.11%	88.89%	100.00%	23.02%	76.98%	100.00%	41.18%	58.82%	100.00%	14.95%	85.05%	100.00%
1976-77	9	124	133	15	119	134	35	93	128	8	12	20	67	348	415
	6.77%	93.23%	100.00%	11.19%	88.81%	100.00%	27.34%	72.66%	100.00%	40.00%	60.00%	100.00%	16.14%	83.86%	100.00%
1977-78	9	129	138	15	124	139	35	79	114	4	10	14	63	342	405
	6.52%	93.48%	100.00%	10.79%	89.21%	100.00%	30.70%	69.30%	100.00%	28.57%	71.43%	100.00%	15.56%	84.44%	100.00%
1978-79	10	128	138	17	127	144	28	74	102	6	7	13	61	336	397
	7.25%	92.75%	100.00%	11.81%	88.19%	100.00%	27.45%	72.55%	100.00%	46.15%	53.85%	100.00%	15.37%	84.63%	100.00%
1979-80	8	125	133	21	127	148	26	71	97	4	3	7	59	326	385
	6.02%	93.98%	100.00%	14.19%	85.81%	100.00%	26.80%	73.20%	100.00%	57.14%	42.86%	100.00%	15.32%	84.68%	100.00%
1980-81	9	117	126	15	110	125	24	63	87	3	3	6	51	293	344
	7.14%	92.86%	100.00%	12.00%	88.00%	100.00%	27.59%	72.41%	100.00%	50.00%	50.00%	100.00%	14.83%	85.17%	100.00%
1981-82	8	113	121	21	106	127	30	62	92	3	1	4	62	282	344
	6.61%	93.39%	100.00%	16.54%	83.46%	100.00%	32.61%	67.39%	100.00%	75.00%	25.00%	100.00%	18.02%	81.98%	100.00%
1982-83	11	113	124	21	92	113	27	61	88	1	0	1	60	266	326
	8.87%	91.13%	100.00%	18.58%	81.42%	100.00%	30.68%	69.32%	100.00%	100.00%	0.00%	100.00%	18.40%	81.60%	100.00%
1983-84	11	114	125	16	84	100	23	54	77	0	0	0	50	252	302
	8.80%	91.20%	100.00%	16.00%	84.00%	100.00%	29.87%	70.13%	100.00%	0.00%	0.00%	0.00%	16.56%	83.44%	100.00%
1984-85	11	120	131	17	80	97	22	49	71	0	0	0	50	249	299
	8.40%	91.60%	100.00%	17.53%	82.47%	100.00%	30.99%	69.01%	100.00%	0.00%	0.00%	0.00%	16.72%	83.28%	100.00%
1985-86	12	121	133	18	76	94	25	50	75	2	0	2	57	247	304
	9.02%	90.98%	100.00%	19.15%	80.85%	100.00%	33.33%	66.67%	100.00%	100.00%	0.00%	100.00%	18.75%	81.25%	100.00%
1986-87	16	123	139	18	79	97	28	53	81	9	3	12	71	258	329
	11.51%	88.49%	100.00%	18.56%	81.44%	100.00%	34.57%	65.43%	100.00%	75.00%	25.00%	100.00%	21.58%	78.42%	100.00%
1987-88	14	124	138	17	74	91	29	52	81	10	2	12	70	252	322
	10.14%	89.86%	100.00%	18.68%	81.32%	100.00%	35.80%	64.20%	100.00%	83.33%	16.67%	100.00%	21.74%	78.26%	100.00%
1988-89	15	129	144	17	65	82	34	55	89	18	3	21	84	252	336
	10.42%	89.58%	100.00%	20.73%	79.27%	100.00%	38.20%	61.80%	100.00%	85.71%	14.29%	100.00%	25.00%	75.00%	100.00%
1989-90	14	121	135	16	64	80	57	68	125	24	9	33	111	262	373
	10.37%	89.63%	100.00%	20.00%	80.00%	100.00%	45.60%	54.40%	100.00%	72.73%	27.27%	100.00%	29.76%	70.24%	100.00%

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	8	64	12.50%	105	341	30.79%
1975-76	9	61	14.75%	112	347	32.28%
1976-77	9	67	13.43%	124	348	35.63%
1977-78	9	63	14.29%	129	342	37.72%
1978-79	10	61	16.39%	128	336	38.10%
1979-80	8	59	13.56%	125	326	38.34%
1980-81	9	51	17.65%	117	293	39.93%
1981-82	8	62	12.90%	113	282	40.07%
1982-83	11	60	18.33%	113	266	42.48%
1983-84	11	50	22.00%	114	252	45.24%
1984-85	11	50	22.00%	120	249	48.19%
1985-86	12	57	21.05%	121	247	48.99%
1986-87	16	71	22.54%	123	258	47.67%
1987-88	14	70	20.00%	124	252	49.21%
1988-89	15	84	17.86%	129	252	51.19%
1989-90	14	111	12.61%	121	262	46.18%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	52.93 to 1	7.71 to 1
1975-76	53.14 to 1	7.71 to 1
1976-77	47.22 to 1	6.71 to 1
1977-78	44.80 to 1	7.22 to 1
1978-79	41.57 to 1	6.39 to 1
1979-80	43.73 to 1	6.16 to 1
1980-81	50.58 to 1	6.87 to 1
1981-82	43.15 to 1	7.57 to 1
1982-83	42.25 to 1	8.34 to 1
1983-84	51.68 to 1	9.46 to 1
1984-85	52.15 to 1	10.03 to 1
1985-86	45.83 to 1	9.45 to 1
1986-87	38.49 to 1	9.08 to 1
1987-88	41.76 to 1	9.75 to 1
1988-89	38.98 to 1	10.54 to 1
1989-90	32.07 to 1	10.59 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	282.5	202.5	485	3387.5	2630.5	6018	3670	2833	6503
	58.25%	41.75%	100.00%	56.29%	43.71%	100.00%	56.44%	43.56%	100.00%
1975	311.5	205.5	517	3241.5	2676.5	5918	3553	2882	6435
	60.25%	39.75%	100.00%	54.77%	45.23%	100.00%	55.21%	44.79%	100.00%
1976	287.5	189	476.5	3164	2334	5498	3451.5	2523	5974.5
	60.34%	39.66%	100.00%	57.55%	42.45%	100.00%	57.77%	42.23%	100.00%
1977	257.5	172	429.5	2822.5	2469	5291.5	3080	2641	5721
	59.95%	40.05%	100.00%	53.34%	46.66%	100.00%	53.84%	46.16%	100.00%
1978	273.5	133.5	407	2536	2148	4684	2809.5	2281.5	5091
	67.20%	32.80%	100.00%	54.14%	45.86%	100.00%	55.19%	44.81%	100.00%
1979	285.5	134	419.5	2580	2009.5	4589.5	2865.5	2143.5	5009
	68.06%	31.94%	100.00%	56.22%	43.78%	100.00%	57.21%	42.79%	100.00%
1980	314.5	124.5	439	2579.5	2012.5	4592	2894	2137	5031
	71.64%	28.36%	100.00%	56.17%	43.83%	100.00%	57.52%	42.48%	100.00%
1981	271	120.5	391.5	2675.5	2134.5	4810	2946.5	2255	5201.5
	69.22%	30.78%	100.00%	55.62%	44.38%	100.00%	56.65%	43.35%	100.00%
1982	220.5	100.5	321	2535	2218	4753	2755.5	2318.5	5074
	68.69%	31.31%	100.00%	53.33%	46.67%	100.00%	54.31%	45.69%	100.00%
1983	250.5	104	354.5	2584	2384	4968	2834.5	2488	5322.5
	70.66%	29.34%	100.00%	52.01%	47.99%	100.00%	53.26%	46.74%	100.00%
1984	225.5	122	347.5	2607.5	2496.5	5104	2833	2618.5	5451.5
	64.89%	35.11%	100.00%	51.09%	48.91%	100.00%	51.97%	48.03%	100.00%
1985	231	120.5	351.5	2612.5	2333	4945.5	2843.5	2453.5	5297
	65.72%	34.28%	100.00%	52.83%	47.17%	100.00%	53.68%	46.32%	100.00%
1986	235.5	98.5	334	2733	2342.5	5075.5	2968.5	2441	5409.5
	70.51%	29.49%	100.00%	53.85%	46.15%	100.00%	54.88%	45.12%	100.00%
1987	297.5	125.5	423	2923.5	2458	5381.5	3221	2583.5	5804.5
	70.33%	29.67%	100.00%	54.33%	45.67%	100.00%	55.49%	44.51%	100.00%
1988	322	130.5	452.5	3274.5	2656	5930.5	3596.5	2786.5	6383
	71.16%	28.84%	100.00%	55.21%	44.79%	100.00%	56.34%	43.66%	100.00%
1989	350	137.5	487.5	3559.5	2774	6333.5	3909.5	2911.5	6821
	71.79%	28.21%	100.00%	56.20%	43.80%	100.00%	57.32%	42.68%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	17	155	172	47	163	210	40	81	121	18	15	33	122	414	536
	9.88%	90.12%	100.00%	22.38%	77.62%	100.00%	33.06%	66.94%	100.00%	54.55%	45.45%	100.00%	22.76%	77.24%	100.00%
1975-76	18	168	186	45	155	200	44	78	122	13	10	23	120	411	531
	9.68%	90.32%	100.00%	22.50%	77.50%	100.00%	36.07%	63.93%	100.00%	56.52%	43.48%	100.00%	22.60%	77.40%	100.00%
1976-77	21	185	206	44	149	193	41	79	120	14	8	22	120	421	541
	10.19%	89.81%	100.00%	22.80%	77.20%	100.00%	34.17%	65.83%	100.00%	63.64%	36.36%	100.00%	22.18%	77.82%	100.00%
1977-78	25	186	211	43	152	195	39	78	117	12	11	23	119	427	546
	11.85%	88.15%	100.00%	22.05%	77.95%	100.00%	33.33%	66.67%	100.00%	52.17%	47.83%	100.00%	21.79%	78.21%	100.00%
1978-79	28	190	218	44	156	200	44	78	122	16	4	20	132	428	560
	12.84%	87.16%	100.00%	22.00%	78.00%	100.00%	36.07%	63.93%	100.00%	80.00%	20.00%	100.00%	23.57%	76.43%	100.00%
1979-80	27	193	220	41	141	182	45	73	118	24	10	34	137	417	554
	12.27%	87.73%	100.00%	22.53%	77.47%	100.00%	38.14%	61.86%	100.00%	70.59%	29.41%	100.00%	24.73%	75.27%	100.00%
1980-81	29	205	234	43	165	208	61	84	145	21	10	31	154	464	618
	12.39%	87.61%	100.00%	20.67%	79.33%	100.00%	42.07%	57.93%	100.00%	67.74%	32.26%	100.00%	24.92%	75.08%	100.00%
1981-82	29	205	234	40	167	207	64	88	152	33	18	51	166	478	644
	12.39%	87.61%	100.00%	19.32%	80.68%	100.00%	42.11%	57.89%	100.00%	64.71%	35.29%	100.00%	25.78%	74.22%	100.00%
1982-83	28	209	237	45	161	206	81	94	175	40	31	71	194	495	689
	11.81%	88.19%	100.00%	21.84%	78.16%	100.00%	46.29%	53.71%	100.00%	56.34%	43.66%	100.00%	28.16%	71.84%	100.00%
1983-84	32	206	238	38	155	193	79	92	171	14	23	37	163	476	639
	13.45%	86.55%	100.00%	19.69%	80.31%	100.00%	46.20%	53.80%	100.00%	37.84%	62.16%	100.00%	25.51%	74.49%	100.00%
1984-85	30	215	245	36	152	188	85	103	188	24	18	42	175	488	663
	12.24%	87.76%	100.00%	19.15%	80.85%	100.00%	45.21%	54.79%	100.00%	57.14%	42.86%	100.00%	26.40%	73.60%	100.00%
1985-86	27	211	238	36	133	169	65	90	155	25	19	44	153	453	606
	11.34%	88.66%	100.00%	21.30%	78.70%	100.00%	41.94%	58.06%	100.00%	56.82%	43.18%	100.00%	25.25%	74.75%	100.00%
1986-87	33	217	250	41	154	195	90	108	198	33	26	59	197	505	702
	13.20%	86.80%	100.00%	21.03%	78.97%	100.00%	45.45%	54.55%	100.00%	55.93%	44.07%	100.00%	28.06%	71.94%	100.00%
1987-88	29	202	231	39	142	181	78	101	179	26	15	41	172	460	632
	12.55%	87.45%	100.00%	21.55%	78.45%	100.00%	43.58%	56.42%	100.00%	63.41%	36.59%	100.00%	27.22%	72.78%	100.00%
1988-89	30	211	241	39	151	190	93	108	201	31	19	50	193	489	682
	12.45%	87.55%	100.00%	20.53%	79.47%	100.00%	46.27%	53.73%	100.00%	62.00%	38.00%	100.00%	28.30%	71.70%	100.00%
1989-90	29	201	230	42	138	180	88	110	198	19	10	29	178	459	637
	12.61%	87.39%	100.00%	23.33%	76.67%	100.00%	44.44%	55.56%	100.00%	65.52%	34.48%	100.00%	27.94%	72.06%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	17	122	13.93%	155	414	37.44%
1975-76	18	120	15.00%	168	411	40.88%
1976-77	21	120	17.50%	185	421	43.94%
1977-78	25	119	21.01%	186	427	43.56%
1978-79	28	132	21.21%	190	428	44.39%
1979-80	27	137	19.71%	193	417	46.28%
1980-81	29	154	18.83%	205	464	44.18%
1981-82	29	166	17.47%	205	478	42.89%
1982-83	28	194	14.43%	209	495	42.22%
1983-84	32	163	19.63%	206	476	43.28%
1984-85	30	175	17.14%	215	488	44.06%
1985-86	27	153	17.65%	211	453	46.58%
1986-87	33	197	16.75%	217	505	42.97%
1987-88	29	172	16.86%	202	460	43.91%
1988-89	30	193	15.54%	211	489	43.15%
1989-90	29	178	16.29%	201	459	43.79%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	44.79 to 1	9.53 to 1
1975-76	46.78 to 1	10.16 to 1
1976-77	48.28 to 1	9.41 to 1
1977-78	49.93 to 1	10.14 to 1
1978-79	45.77 to 1	10.24 to 1
1979-80	44.82 to 1	10.87 to 1
1980-81	40.18 to 1	9.85 to 1
1981-82	38.24 to 1	9.71 to 1
1982-83	32.38 to 1	9.71 to 1
1983-84	38.32 to 1	10.07 to 1
1984-85	35.46 to 1	10.24 to 1
1985-86	40.62 to 1	11.03 to 1
1986-87	32.17 to 1	10.19 to 1
1987-88	37.84 to 1	10.93 to 1
1988-89	34.41 to 1	10.52 to 1
1989-90	38.05 to 1	11.13 to 1

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TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	314.5	282.5	597	5464	3947	9411	5778.5	4229.5	10008
	52.68%	47.32%	100.00%	58.06%	41.94%	100.00%	57.74%	42.26%	100.00%
1975	288	287	575	5613.5	4177.5	9791	5901.5	4464.5	10366
	50.09%	49.91%	100.00%	57.33%	42.67%	100.00%	56.93%	43.07%	100.00%
1976	298.5	266	564.5	5794	3963	9757	6092.5	4229	10321.5
	52.88%	47.12%	100.00%	59.38%	40.62%	100.00%	59.03%	40.97%	100.00%
1977	349.5	299.5	649	5941.5	4330	10271.5	6291	4629.5	10920.5
	53.85%	46.15%	100.00%	57.84%	42.16%	100.00%	57.61%	42.39%	100.00%
1978	430	320	750	6042	4384.5	10426.5	6472	4704.5	11176.5
	57.33%	42.67%	100.00%	57.95%	42.05%	100.00%	57.91%	42.09%	100.00%
1979	356.5	273	629.5	6141	4533.5	10674.5	6497.5	4806.5	11304
	56.63%	43.37%	100.00%	57.53%	42.47%	100.00%	57.48%	42.52%	100.00%
1980	402	342.5	744.5	6188	4572.5	10760.5	6590	4915	11505
	54.00%	46.00%	100.00%	57.51%	42.49%	100.00%	57.28%	42.72%	100.00%
1981	345.5	288.5	634	6348.5	4641.5	10990	6694	4930	11624
	54.50%	45.50%	100.00%	57.77%	42.23%	100.00%	57.59%	42.41%	100.00%
1982	331.5	317	648.5	6282	4805	11087	6613.5	5122	11735.5
	51.12%	48.88%	100.00%	56.66%	43.34%	100.00%	56.35%	43.65%	100.00%
1983	390.5	327	717.5	6246	4795.5	11041.5	6636.5	5122.5	11759
	54.43%	45.57%	100.00%	56.57%	43.43%	100.00%	56.44%	43.56%	100.00%
1984	424.5	331	755.5	6205	4995.5	11200.5	6629.5	5326.5	11956
	56.19%	43.81%	100.00%	55.40%	44.60%	100.00%	55.45%	44.55%	100.00%
1985	417.5	385.5	803	6215	4999	11214	6632.5	5384.5	12017
	51.99%	48.01%	100.00%	55.42%	44.58%	100.00%	55.19%	44.81%	100.00%
1986	461	389.5	850.5	6337.5	5148	11483.5	6798.5	5535.5	12334
	54.20%	45.80%	100.00%	55.19%	44.81%	100.00%	55.12%	44.88%	100.00%
1987	493.5	390	883.5	6509	5030	11539	7002.5	5420	12422.5
	55.86%	44.14%	100.00%	56.41%	43.59%	100.00%	56.37%	43.63%	100.00%
1988	428	387	815	6642	5145	11787	7070	5532	12602
	52.52%	47.48%	100.00%	56.35%	43.65%	100.00%	56.10%	43.90%	100.00%
1989	485	360.5	845.5	6773	5110	11883	7258	5470.5	12728.5
	57.36%	42.64%	100.00%	57.00%	43.00%	100.00%	57.02%	42.98%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	13	51	64	19	91	110	21	48	69	4	10	14	57	200	257
	20.31%	79.69%	100.00%	17.27%	82.73%	100.00%	30.43%	69.57%	100.00%	28.57%	71.43%	100.00%	22.18%	77.82%	100.00%
1975-76	13	60	73	19	97	116	20	38	58	3	12	15	55	207	262
	17.81%	82.19%	100.00%	16.38%	83.62%	100.00%	34.48%	65.52%	100.00%	20.00%	80.00%	100.00%	20.99%	79.01%	100.00%
1976-77	14	62	76	18	99	117	20	37	57	6	11	17	58	209	267
	18.42%	81.58%	100.00%	15.38%	84.62%	100.00%	35.09%	64.91%	100.00%	35.29%	64.71%	100.00%	21.72%	78.28%	100.00%
1977-78	14	67	81	20	93	113	14	38	52	5	11	16	53	209	262
	17.28%	82.72%	100.00%	17.70%	82.30%	100.00%	26.92%	73.08%	100.00%	31.25%	68.75%	100.00%	20.23%	79.77%	100.00%
1978-79	15	69	84	19	93	112	15	38	53	6	9	15	55	209	264
	17.86%	82.14%	100.00%	16.86%	83.04%	100.00%	28.30%	71.70%	100.00%	40.00%	60.00%	100.00%	20.83%	79.17%	100.00%
1979-80	14	73	87	19	95	114	13	36	49	4	11	15	50	215	265
	16.09%	83.91%	100.00%	16.67%	83.33%	100.00%	26.53%	73.47%	100.00%	26.67%	73.33%	100.00%	18.87%	81.13%	100.00%
1980-81	18	76	94	14	92	106	14	38	52	8	8	16	54	214	268
	19.15%	80.85%	100.00%	13.21%	86.79%	100.00%	26.92%	73.08%	100.00%	50.00%	50.00%	100.00%	20.15%	79.85%	100.00%
1981-82	19	82	101	13	89	102	15	33	48	7	8	15	54	212	266
	18.81%	81.19%	100.00%	12.75%	87.25%	100.00%	31.25%	68.75%	100.00%	46.67%	53.33%	100.00%	20.30%	79.70%	100.00%
1982-83	19	86	105	12	88	100	20	32	52	5	8	13	56	214	270
	18.10%	81.90%	100.00%	12.00%	88.00%	100.00%	38.46%	61.54%	100.00%	38.46%	61.54%	100.00%	20.74%	79.26%	100.00%
1983-84	18	88	106	14	85	99	22	33	55	3	8	11	57	214	271
	16.98%	83.02%	100.00%	14.14%	85.86%	100.00%	40.00%	60.00%	100.00%	27.27%	72.73%	100.00%	21.03%	78.97%	100.00%
1984-85	17	88	105	16	81	97	24	42	66	5	7	12	62	218	280
	16.19%	83.81%	100.00%	16.49%	83.51%	100.00%	38.36%	61.64%	100.00%	41.67%	58.33%	100.00%	22.14%	77.86%	100.00%
1985-86	16	90	106	17	85	102	27	39	66	4	7	11	64	221	285
	15.09%	84.91%	100.00%	16.67%	83.33%	100.00%	40.91%	59.09%	100.00%	36.36%	63.64%	100.00%	22.46%	77.54%	100.00%
1986-87	17	88	105	30	91	121	44	49	93	11	9	20	102	237	339
	16.19%	83.81%	100.00%	24.79%	75.21%	100.00%	47.31%	52.69%	100.00%	55.00%	45.00%	100.00%	30.09%	69.91%	100.00%
1987-88	18	83	101	31	97	128	46	57	103	12	7	19	107	244	351
	17.82%	82.18%	100.00%	24.22%	75.78%	100.00%	44.66%	55.34%	100.00%	63.16%	36.84%	100.00%	30.48%	69.52%	100.00%
1988-89	18	88	106	36	94	130	52	52	104	7	6	13	113	240	353
	16.98%	83.02%	100.00%	27.69%	72.31%	100.00%	50.00%	50.00%	100.00%	53.85%	46.15%	100.00%	32.01%	67.99%	100.00%
1989-90	18	92	110	34	93	127	59	52	111	6	8	14	117	245	362
	16.36%	83.64%	100.00%	26.77%	73.23%	100.00%	53.15%	46.85%	100.00%	42.86%	57.14%	100.00%	32.32%	67.68%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	13	57	22.81%	51	200	25.50%
1975-76	13	55	23.64%	60	207	28.99%
1976-77	14	58	24.14%	62	209	29.67%
1977-78	14	53	26.42%	67	209	32.06%
1978-79	15	55	27.27%	69	209	33.01%
1979-80	14	50	28.00%	73	215	33.95%
1980-81	18	54	33.33%	76	214	35.51%
1981-82	19	54	35.19%	82	212	38.68%
1982-83	19	56	33.93%	86	214	40.19%
1983-84	18	57	31.58%	88	214	41.12%
1984-85	17	62	27.42%	88	218	40.37%
1985-86	16	64	25.00%	90	221	40.72%
1986-87	17	102	16.67%	88	237	37.13%
1987-88	18	107	16.82%	83	244	34.02%
1988-89	18	113	15.93%	88	240	36.67%
1989-90	18	117	15.38%	92	245	37.55%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	40.95 to 1	8.62 to 1
1975-76	47.02 to 1	9.03 to 1
1976-77	38.67 to 1	7.75 to 1
1977-78	46.60 to 1	8.53 to 1
1978-79	44.59 to 1	8.30 to 1
1979-80	48.76 to 1	8.43 to 1
1980-81	49.56 to 1	9.05 to 1
1981-82	51.09 to 1	9.73 to 1
1982-83	51.16 to 1	10.50 to 1
1983-84	51.59 to 1	11.15 to 1
1984-85	45.64 to 1	11.14 to 1
1985-86	46.63 to 1	11.10 to 1
1986-87	30.99 to 1	10.48 to 1
1987-88	31.19 to 1	10.28 to 1
1988-89	31.47 to 1	10.60 to 1
1989-90	32.43 to 1	10.68 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	262	159.5	421.5	2334	1724	4058	2596	1883.5	4479.5
	62.16%	37.84%	100.00%	57.52%	42.48%	100.00%	57.95%	42.05%	100.00%
1975	243.5	174.5	418	2586	1870	4456	2829.5	2044.5	4874
	58.25%	41.75%	100.00%	58.03%	41.97%	100.00%	58.05%	41.95%	100.00%
1976	211.5	161	372.5	2243	1619.5	3862.5	2454.5	1780.5	4235
	56.78%	43.22%	100.00%	58.07%	41.93%	100.00%	57.96%	42.04%	100.00%
1977	191.5	128.5	320	2470	1782	4252	2661.5	1910.5	4572
	59.84%	40.16%	100.00%	58.09%	41.91%	100.00%	58.21%	41.79%	100.00%
1978	213	107.5	320.5	2452.5	1735.5	4188	2665.5	1843	4508.5
	66.46%	33.54%	100.00%	58.56%	41.44%	100.00%	59.12%	40.88%	100.00%
1979	154	78.5	230.5	2438	1812	4250	2592	1888.5	4480.5
	66.81%	33.19%	100.00%	57.36%	42.64%	100.00%	57.85%	42.15%	100.00%
1980	159.5	49.5	209	2676.5	1938	4612.5	2836	1985.5	4821.5
	76.32%	23.68%	100.00%	58.03%	41.97%	100.00%	58.82%	41.18%	100.00%
1981	145	45.5	190.5	2759	2063	4822	2904	2108.5	5012.5
	76.12%	23.88%	100.00%	57.22%	42.78%	100.00%	57.94%	42.06%	100.00%
1982	121	40.5	161.5	2865	2248	5113	2986	2288.5	5274.5
	74.92%	25.08%	100.00%	56.03%	43.97%	100.00%	56.61%	43.39%	100.00%
1983	120	40.5	160.5	2940.5	2385.5	5326	3060.5	2426	5486.5
	74.77%	25.23%	100.00%	55.21%	44.79%	100.00%	55.78%	44.22%	100.00%
1984	120.5	51	171.5	2829.5	2428.5	5258	2950	2479.5	5429.5
	70.26%	29.74%	100.00%	53.81%	46.19%	100.00%	54.33%	45.67%	100.00%
1985	148	58.5	206.5	2984	2454	5438	3132	2512.5	5644.5
	71.67%	28.33%	100.00%	54.87%	45.13%	100.00%	55.49%	44.51%	100.00%
1986	231	97	328	3161	2484.5	5645.5	3392	2581.5	5973.5
	70.43%	29.57%	100.00%	55.99%	44.01%	100.00%	56.78%	43.22%	100.00%
1987	253.5	110	363.5	3337	2509	5846	3590.5	2619	6209.5
	69.74%	30.26%	100.00%	57.08%	42.92%	100.00%	57.82%	42.18%	100.00%
1988	258.5	105.5	364	3556	2544	6100	3814.5	2649.5	6464
	71.02%	28.98%	100.00%	58.30%	41.70%	100.00%	59.01%	40.99%	100.00%
1989	291.5	107	398.5	3794	2616	6410	4085.5	2723	6808.5
	73.15%	26.85%	100.00%	59.19%	40.81%	100.00%	60.01%	39.99%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	6	31	37	15	48	63	11	39	50	3	5	8	35	123	158
	16.22%	83.78%	100.00%	23.81%	76.19%	100.00%	22.00%	78.00%	100.00%	37.50%	62.50%	100.00%	22.15%	77.85%	100.00%
1975-76	7	34	41	16	50	66	12	36	48	3	4	7	38	124	162
	17.07%	82.93%	100.00%	24.24%	75.76%	100.00%	25.00%	75.00%	100.00%	42.86%	57.14%	100.00%	23.46%	76.54%	100.00%
1976-77	5	37	42	17	52	69	9	31	40	2	3	5	33	123	156
	11.90%	88.10%	100.00%	24.64%	75.36%	100.00%	22.50%	77.50%	100.00%	40.00%	60.00%	100.00%	21.15%	78.85%	100.00%
1977-78	6	40	46	17	54	71	8	28	36	2	1	3	33	123	156
	13.04%	86.96%	100.00%	23.94%	76.06%	100.00%	22.22%	77.78%	100.00%	66.67%	33.33%	100.00%	21.15%	78.85%	100.00%
1978-79	6	40	46	17	54	71	10	22	32	2	3	5	35	119	154
	13.04%	86.96%	100.00%	23.94%	76.06%	100.00%	31.25%	68.75%	100.00%	40.00%	60.00%	100.00%	22.73%	77.27%	100.00%
1979-80	6	40	46	17	52	69	6	22	28	2	4	6	31	118	149
	13.04%	86.96%	100.00%	24.64%	75.36%	100.00%	21.43%	78.57%	100.00%	33.33%	66.67%	100.00%	20.81%	79.19%	100.00%
1980-81	8	43	51	16	52	68	11	23	34	5	4	9	40	122	162
	15.69%	84.31%	100.00%	23.53%	76.47%	100.00%	32.35%	67.65%	100.00%	55.56%	44.44%	100.00%	24.69%	75.31%	100.00%
1981-82	9	45	54	14	54	68	10	21	31	6	4	10	39	124	163
	16.67%	83.33%	100.00%	20.59%	79.41%	100.00%	32.26%	67.74%	100.00%	60.00%	40.00%	100.00%	23.93%	76.07%	100.00%
1982-83	11	45	56	14	55	69	11	23	34	4	4	8	40	127	167
	19.64%	80.36%	100.00%	20.29%	79.71%	100.00%	32.35%	67.65%	100.00%	50.00%	50.00%	100.00%	23.95%	76.05%	100.00%
1983-84	10	48	58	10	56	66	11	22	33	6	4	10	37	130	167
	17.24%	82.76%	100.00%	15.15%	84.85%	100.00%	33.33%	66.67%	100.00%	60.00%	40.00%	100.00%	22.16%	77.84%	100.00%
1984-85	10	49	59	10	62	72	9	15	24	7	3	10	36	129	165
	16.95%	83.05%	100.00%	13.89%	86.11%	100.00%	37.50%	62.50%	100.00%	70.00%	30.00%	100.00%	21.82%	78.18%	100.00%
1985-86	12	49	61	7	61	68	10	15	25	9	5	14	38	130	168
	19.67%	80.33%	100.00%	10.29%	89.71%	100.00%	40.00%	60.00%	100.00%	64.29%	35.71%	100.00%	22.62%	77.38%	100.00%
1986-87	10	51	61	7	57	64	16	20	36	7	8	15	40	136	176
	16.39%	83.61%	100.00%	10.94%	89.06%	100.00%	44.44%	55.56%	100.00%	46.67%	53.33%	100.00%	22.73%	77.27%	100.00%
1987-88	11	50	61	6	57	63	13	20	33	6	2	8	36	129	165
	18.03%	81.97%	100.00%	9.52%	90.48%	100.00%	39.39%	60.61%	100.00%	75.00%	25.00%	100.00%	21.82%	78.18%	100.00%
1988-89	10	47	57	7	56	63	19	23	42	9	3	12	45	129	174
	17.54%	82.46%	100.00%	11.11%	88.89%	100.00%	45.24%	54.76%	100.00%	75.00%	25.00%	100.00%	25.86%	74.14%	100.00%
1989-90	10	49	59	10	50	60	24	23	47	11	6	17	55	128	183
	16.95%	83.05%	100.00%	16.67%	83.33%	100.00%	51.06%	48.94%	100.00%	64.71%	35.29%	100.00%	30.05%	69.95%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	8	35	17.14%	31	123	25.20%
1975-76	7	38	18.42%	34	124	27.42%
1976-77	5	33	15.15%	37	123	30.08%
1977-78	6	33	18.18%	40	123	32.52%
1978-79	6	35	17.14%	40	119	33.61%
1979-80	6	31	19.35%	40	118	33.90%
1980-81	8	40	20.00%	43	122	35.25%
1981-82	9	39	23.08%	45	124	36.29%
1982-83	11	40	27.50%	45	127	35.43%
1983-84	10	37	27.03%	48	130	36.92%
1984-85	10	36	27.78%	49	129	37.98%
1985-86	12	38	31.58%	49	130	37.69%
1986-87	10	40	25.00%	51	136	37.50%
1987-88	11	36	30.56%	50	129	38.76%
1988-89	10	45	22.22%	47	129	36.43%
1989-90	10	55	18.18%	49	128	38.28%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	37.13 to 1	8.18 to 1
1975-76	34.66 to 1	8.47 to 1
1976-77	38.44 to 1	8.67 to 1
1977-78	36.89 to 1	8.90 to 1
1978-79	32.61 to 1	8.70 to 1
1979-80	40.52 to 1	9.01 to 1
1980-81	32.53 to 1	9.77 to 1
1981-82	34.44 to 1	9.10 to 1
1982-83	32.25 to 1	10.01 to 1
1983-84	34.70 to 1	9.92 to 1
1984-85	35.76 to 1	9.81 to 1
1985-86	33.32 to 1	10.27 to 1
1986-87	33.16 to 1	9.37 to 1
1987-88	40.57 to 1	10.21 to 1
1988-89	34.86 to 1	10.47 to 1
1989-90	30.45 to 1	11.13 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

YEAR	Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %
1974	1299.5	1006	2305.5	1299.5	1006	2305.5
	56.37%	43.63%	100.00%	56.37%	43.63%	100.00%
1975	1317	1050	2367	1317	1050	2367
	55.64%	44.36%	100.00%	55.64%	44.36%	100.00%
1976	1268.5	1066.5	2335	1268.5	1066.5	2335
	54.33%	45.67%	100.00%	54.33%	45.67%	100.00%
1977	1217.5	1095	2312.5	1217.5	1095	2312.5
	52.65%	47.35%	100.00%	52.65%	47.35%	100.00%
1978	1141.5	1035	2176.5	1141.5	1035	2176.5
	52.45%	47.55%	100.00%	52.45%	47.55%	100.00%
1979	1256	1083.5	2339.5	1256	1083.5	2339.5
	53.69%	46.31%	100.00%	53.69%	46.31%	100.00%
1980	1301	1192	2493	1301	1192	2493
	52.19%	47.81%	100.00%	52.19%	47.81%	100.00%
1981	1343	1128.5	2471.5	1343	1128.5	2471.5
	54.34%	45.66%	100.00%	54.34%	45.66%	100.00%
1982	1290	1271	2561	1290	1271	2561
	50.37%	49.63%	100.00%	50.37%	49.63%	100.00%
1983	1284	1289.5	2573.5	1284	1289.5	2573.5
	49.89%	50.11%	100.00%	49.89%	50.11%	100.00%
1984	1287.5	1265.5	2553	1287.5	1265.5	2553
	50.43%	49.57%	100.00%	50.43%	49.57%	100.00%
1985	1266	1335	2601	1266	1335	2601
	48.67%	51.33%	100.00%	48.67%	51.33%	100.00%
1986	1326.5	1274	2600.5	1326.5	1274	2600.5
	51.01%	48.99%	100.00%	51.01%	48.99%	100.00%
1987	1460.5	1316.5	2777	1460.5	1316.5	2777
	52.59%	47.41%	100.00%	52.59%	47.41%	100.00%
1988	1568.5	1350	2918.5	1568.5	1350	2918.5
	53.74%	46.26%	100.00%	53.74%	46.26%	100.00%
1989	1674.5	1424.5	3099	1674.5	1424.5	3099
	54.03%	45.97%	100.00%	54.03%	45.97%	100.00%

Lock Haven did not offer graduate courses.

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	5	41	46	17	72	89	30	36	66	4	7	11	56	156	212
	10.87%	89.13%	100.00%	19.10%	80.90%	100.00%	45.45%	54.55%	100.00%	36.36%	63.64%	100.00%	26.42%	73.58%	100.00%
1975-76	4.5	42.5	47	16	68.5	84.5	26.5	34.5	61	4.5	8	12.5	51.5	153.5	205
	9.57%	90.43%	100.00%	18.93%	81.07%	100.00%	43.44%	56.56%	100.00%	36.00%	64.00%	100.00%	25.12%	74.88%	100.00%
1976-77	4	44	48	15	65	80	23	33	56	5	9	14	47	151	198
	8.33%	91.67%	100.00%	18.75%	81.25%	100.00%	41.07%	58.93%	100.00%	35.71%	64.29%	100.00%	23.74%	76.26%	100.00%
1977-78	3	44	47	14	65	79	25	34	59	5	8	13	47	151	198
	6.38%	93.62%	100.00%	17.72%	82.28%	100.00%	42.37%	57.63%	100.00%	38.46%	61.54%	100.00%	23.74%	76.26%	100.00%
1978-79	5	48	53	10	70	80	23	34	57	6	3	9	44	155	199
	9.43%	90.57%	100.00%	12.50%	87.50%	100.00%	40.35%	59.65%	100.00%	66.67%	33.33%	100.00%	22.11%	77.89%	100.00%
1979-80	4	51	55	14	62	76	16	31	47	5	5	10	39	149	188
	7.27%	92.73%	100.00%	18.42%	81.58%	100.00%	34.04%	65.96%	100.00%	50.00%	50.00%	100.00%	20.74%	79.26%	100.00%
1980-81	4	46	50	12	53	65	15	23	38	6	5	11	37	127	164
	8.00%	92.00%	100.00%	18.46%	81.54%	100.00%	39.47%	60.53%	100.00%	54.55%	45.45%	100.00%	22.56%	77.44%	100.00%
1981-82	4	44	48	11	55	66	13	24	37	8	8	16	36	131	167
	8.33%	91.67%	100.00%	16.67%	83.33%	100.00%	35.14%	64.86%	100.00%	50.00%	50.00%	100.00%	21.56%	78.44%	100.00%
1982-83	4	46	50	12	60	72	19	31	50	7	12	19	42	149	191
	8.00%	92.00%	100.00%	16.67%	83.33%	100.00%	38.00%	62.00%	100.00%	36.84%	63.16%	100.00%	21.99%	78.01%	100.00%
1983-84	4	44	48	10	54	64	15	27	42	2	5	7	31	130	161
	8.33%	91.67%	100.00%	15.63%	84.38%	100.00%	35.71%	64.29%	100.00%	28.57%	71.43%	100.00%	19.25%	80.75%	100.00%
1984-85	4	47	51	13	56	69	25	36	61	2	3	5	44	142	186
	7.84%	92.16%	100.00%	18.84%	81.16%	100.00%	40.98%	59.02%	100.00%	40.00%	60.00%	100.00%	23.66%	76.34%	100.00%
1985-86	4	46	50	11	52	63	25	34	59	2	5	7	42	137	179
	8.00%	92.00%	100.00%	17.46%	82.54%	100.00%	42.37%	57.63%	100.00%	28.57%	71.43%	100.00%	23.46%	76.54%	100.00%
1986-87	5	49	54	10	51	61	22	31	53	6	5	11	43	136	179
	9.26%	90.74%	100.00%	16.39%	83.61%	100.00%	41.51%	58.49%	100.00%	54.55%	45.45%	100.00%	24.02%	75.98%	100.00%
1987-88	5	51	56	9	47	56	21	32	53	4	3	7	39	133	172
	8.93%	91.07%	100.00%	16.07%	83.93%	100.00%	39.62%	60.38%	100.00%	57.14%	42.86%	100.00%	22.67%	77.33%	100.00%
1988-89	3	51	54	12	46	58	19	32	51	7	4	11	41	133	174
	5.56%	94.44%	100.00%	20.69%	79.31%	100.00%	37.25%	62.75%	100.00%	63.64%	36.36%	100.00%	23.56%	76.44%	100.00%
1989-90	3	50	53	13	44	57	25	32	57	5	5	10	46	131	177
	5.66%	94.34%	100.00%	22.81%	77.19%	100.00%	43.86%	56.14%	100.00%	50.00%	50.00%	100.00%	25.99%	74.01%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	5	56	8.93%	41	156	26.28%
1975-76	4.5	53	8.49%	42.5	155	27.42%
1976-77	4	47	8.51%	44	151	29.14%
1977-78	3	47	6.38%	44	151	29.14%
1978-79	5	44	11.36%	48	155	30.97%
1979-80	4	39	10.26%	51	149	34.23%
1980-81	4	37	10.81%	46	127	36.22%
1981-82	4	36	11.11%	44	131	33.59%
1982-83	4	42	9.52%	46	149	30.87%
1983-84	4	31	12.90%	44	130	33.85%
1984-85	4	44	9.09%	47	142	33.10%
1985-86	4	42	9.52%	46	137	33.58%
1986-87	5	43	11.63%	49	136	36.03%
1987-88	5	39	12.82%	51	133	38.35%
1988-89	3	41	7.32%	51	133	38.35%
1989-90	3	46	6.52%	50	131	38.17%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	27.23 to 1	7.76 to 1
1975-76	30.42 to 1	8.08 to 1
1976-77	31.74 to 1	7.82 to 1
1977-78	30.69 to 1	6.97 to 1
1978-79	30.92 to 1	6.55 to 1
1979-80	29.71 to 1	7.06 to 1
1980-81	31.92 to 1	7.59 to 1
1981-82	30.65 to 1	8.07 to 1
1982-83	27.49 to 1	8.01 to 1
1983-84	41.13 to 1	9.47 to 1
1984-85	28.78 to 1	8.63 to 1
1985-86	29.63 to 1	8.69 to 1
1986-87	28.81 to 1	7.71 to 1
1987-88	32.44 to 1	8.06 to 1
1988-89	34.17 to 1	8.55 to 1
1989-90	33.74 to 1	9.02 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	145.5	101.5	247	1525	1210	2735	1670.5	1311.5	2982
	58.91%	41.09%	100.00%	55.76%	44.24%	100.00%	56.02%	43.98%	100.00%
1975	88.5	46.5	135	1582	1245	2827	1670.5	1291.5	2962
	65.56%	34.44%	100.00%	55.96%	44.04%	100.00%	56.40%	43.60%	100.00%
1976	83.5	54.5	138	1492	1180.5	2672.5	1575.5	1235	2810.5
	60.51%	39.49%	100.00%	55.83%	44.17%	100.00%	56.06%	43.94%	100.00%
1977	99.5	59.5	159	1442.5	1053	2495.5	1542	1112.5	2654.5
	62.58%	37.42%	100.00%	57.80%	42.20%	100.00%	58.09%	41.91%	100.00%
1978	64	38.5	102.5	1360.5	1015.5	2376	1424.5	1054	2478.5
	62.44%	37.56%	100.00%	57.26%	42.74%	100.00%	57.47%	42.53%	100.00%
1979	92.5	54	146.5	1158.5	1051.5	2210	1251	1105.5	2356.5
	63.14%	36.86%	100.00%	52.42%	47.58%	100.00%	53.09%	46.91%	100.00%
1980	80.5	45.5	126	1181	964.5	2145.5	1261.5	1010	2271.5
	63.89%	36.11%	100.00%	55.05%	44.95%	100.00%	55.54%	44.46%	100.00%
1981	96	34	130	1103.5	1057.5	2161	1199.5	1091.5	2291
	73.85%	26.15%	100.00%	51.06%	48.94%	100.00%	52.36%	47.64%	100.00%
1982	82.5	44.5	127	1154.5	1193	2347.5	1237	1237.5	2474.5
	64.96%	35.04%	100.00%	49.18%	50.82%	100.00%	49.99%	50.01%	100.00%
1983	90	38.5	128.5	1275	1230.5	2505.5	1365	1269	2634
	70.04%	29.96%	100.00%	50.89%	49.11%	100.00%	51.82%	48.18%	100.00%
1984	102	66	168	1266.5	1225	2491.5	1368.5	1291	2659.5
	60.71%	39.29%	100.00%	50.83%	49.17%	100.00%	51.46%	48.54%	100.00%
1985	116	46.5	162.5	1244.5	1190	2434.5	1360.5	1236.5	2597
	71.38%	28.62%	100.00%	51.12%	48.88%	100.00%	52.39%	47.61%	100.00%
1986	108.5	38	146.5	1239	1048.5	2287.5	1347.5	1086.5	2434
	74.06%	25.94%	100.00%	54.16%	45.84%	100.00%	55.36%	44.64%	100.00%
1987	118.5	44.5	163	1265	1072.5	2337.5	1383.5	1117	2500.5
	72.70%	27.30%	100.00%	54.12%	45.88%	100.00%	55.33%	44.67%	100.00%
1988	132.5	62.5	195	1401	1136.5	2537.5	1533.5	1199	2732.5
	67.95%	32.05%	100.00%	55.21%	44.79%	100.00%	56.12%	43.88%	100.00%
1989	154	64.5	218.5	1552	1181.5	2733.5	1706	1246	2952
	70.48%	29.52%	100.00%	56.78%	43.22%	100.00%	57.79%	42.21%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	7	81	68	21	83	104	26	54	80	10	7	17	64	205	269
	10.29%	89.71%	100.00%	20.19%	79.81%	100.00%	32.50%	67.50%	100.00%	58.82%	41.18%	100.00%	23.79%	76.21%	100.00%
1975-76	7	68	73	23	98	121	20	50	70	7	1	8	57	215	272
	9.59%	90.41%	100.00%	19.01%	80.99%	100.00%	28.57%	71.43%	100.00%	87.50%	12.50%	100.00%	20.96%	79.04%	100.00%
1976-77	6	69	75	27	91	118	19	49	68	13	2	15	65	211	276
	8.00%	92.00%	100.00%	22.88%	77.12%	100.00%	27.94%	72.06%	100.00%	86.67%	13.33%	100.00%	23.55%	76.45%	100.00%
1977-78	6	82	88	32	93	125	27	50	77	15	3	18	80	228	308
	6.82%	93.18%	100.00%	25.60%	74.40%	100.00%	35.06%	64.94%	100.00%	83.33%	16.67%	100.00%	25.97%	74.03%	100.00%
1978-79	8	82	88	28	88	116	23	43	66	9	6	15	66	219	285
	6.82%	93.18%	100.00%	24.14%	75.86%	100.00%	34.85%	65.15%	100.00%	60.00%	40.00%	100.00%	23.16%	76.84%	100.00%
1979-80	6	85	91	27	93	120	22	51	73	9	6	15	64	235	299
	6.59%	93.41%	100.00%	22.50%	77.50%	100.00%	30.14%	69.86%	100.00%	60.00%	40.00%	100.00%	21.40%	78.60%	100.00%
1980-81	8	82	90	28	97	125	23	41	64	9	5	14	68	225	293
	8.89%	91.11%	100.00%	22.40%	77.60%	100.00%	35.94%	64.06%	100.00%	64.29%	35.71%	100.00%	23.21%	76.79%	100.00%
1981-82	6	84	90	29	93	122	23	35	58	10	6	16	68	218	286
	6.67%	93.33%	100.00%	23.77%	76.23%	100.00%	39.66%	60.34%	100.00%	62.50%	37.50%	100.00%	23.78%	76.22%	100.00%
1982-83	8	88	96	23	90	113	28	35	63	3	4	7	62	217	279
	8.33%	91.67%	100.00%	20.35%	79.65%	100.00%	44.44%	55.56%	100.00%	42.86%	57.14%	100.00%	22.22%	77.78%	100.00%
1983-84	7	89	96	33	83	116	24	45	69	12	6	18	76	223	299
	7.29%	92.71%	100.00%	28.45%	71.55%	100.00%	34.78%	65.22%	100.00%	66.67%	33.33%	100.00%	25.42%	74.58%	100.00%
1984-85	7	87	94	28	83	111	30	52	82	10	5	15	75	227	302
	7.45%	92.55%	100.00%	25.23%	74.77%	100.00%	36.59%	63.41%	100.00%	66.67%	33.33%	100.00%	24.83%	75.17%	100.00%
1985-86	7	88	95	28	79	107	33	57	90	10	4	14	78	228	306
	7.37%	92.63%	100.00%	26.17%	73.83%	100.00%	36.67%	63.33%	100.00%	71.43%	28.57%	100.00%	25.49%	74.51%	100.00%
1986-87	10	94	104	30	80	110	33	50	83	11	5	16	84	229	313
	9.62%	90.38%	100.00%	27.27%	72.73%	100.00%	39.76%	60.24%	100.00%	68.75%	31.25%	100.00%	26.84%	73.16%	100.00%
1987-88	11	95	106	30	82	112	36	51	87	4	2	6	81	230	311
	10.38%	89.62%	100.00%	26.79%	73.21%	100.00%	41.38%	58.62%	100.00%	66.67%	33.33%	100.00%	26.05%	73.95%	100.00%
1988-89	13	101	114	29	78	107	35	48	83	3	2	5	80	229	309
	11.40%	88.60%	100.00%	27.10%	72.90%	100.00%	42.17%	57.83%	100.00%	60.00%	40.00%	100.00%	25.89%	74.11%	100.00%
1989-90	13	100	113	28	76	104	40	50	90	12	8	20	93	234	327
	11.50%	88.50%	100.00%	26.92%	73.08%	100.00%	44.44%	55.56%	100.00%	60.00%	40.00%	100.00%	28.44%	71.56%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	7	64	10.94%	61	205	29.76%
1975-76	7	57	12.28%	66	215	30.70%
1976-77	6	65	9.23%	69	211	32.70%
1977-78	6	80	7.50%	82	228	35.96%
1978-79	6	66	9.09%	82	219	37.44%
1979-80	6	64	9.38%	85	235	36.17%
1980-81	8	68	11.76%	82	225	36.44%
1981-82	6	68	8.82%	84	218	38.53%
1982-83	8	62	12.90%	88	217	40.55%
1983-84	7	76	9.21%	89	223	39.91%
1984-85	7	75	9.33%	87	227	38.33%
1985-86	7	78	8.97%	88	228	38.60%
1986-87	10	84	11.90%	94	229	41.05%
1987-88	11	81	13.58%	95	230	41.30%
1988-89	13	80	16.25%	101	229	44.10%
1989-90	13	93	13.98%	100	234	42.74%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	42.21 to 1	9.76 to 1
1975-76	47.54 to 1	9.63 to 1
1976-77	42.03 to 1	9.93 to 1
1977-78	33.82 to 1	9.26 to 1
1978-79	41.17 to 1	9.46 to 1
1979-80	44.54 to 1	8.98 to 1
1980-81	41.91 to 1	10.15 to 1
1981-82	41.68 to 1	10.60 to 1
1982-83	47.44 to 1	11.10 to 1
1983-84	40.59 to 1	11.49 to 1
1984-85	40.58 to 1	11.10 to 1
1985-86	38.98 to 1	10.94 to 1
1986-87	38.93 to 1	10.72 to 1
1987-88	41.37 to 1	10.19 to 1
1988-89	44.09 to 1	10.10 to 1
1989-90	40.40 to 1	10.10 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	366	254	620	2701.5	2010	4711.5	3067.5	2264	5331.5
	59.03%	40.97%	100.00%	57.34%	42.66%	100.00%	57.54%	42.46%	100.00%
1975	332	277	609	2710	2069.5	4779.5	3042	2346.5	5388.5
	54.52%	45.48%	100.00%	58.70%	43.30%	100.00%	56.45%	43.55%	100.00%
1976	343.5	235	578.5	2732	2096	4828	3075.5	2331	5406.5
	59.38%	40.62%	100.00%	58.59%	43.41%	100.00%	56.89%	43.11%	100.00%
1977	337.5	186.5	524	2705.5	2110.5	4816	3043	2297	5340
	64.41%	35.59%	100.00%	56.18%	43.82%	100.00%	56.99%	43.01%	100.00%
1978	286.5	155.5	442	2717.5	2072.5	4790	3004	2228	5232
	64.82%	35.18%	100.00%	58.73%	43.27%	100.00%	57.42%	42.58%	100.00%
1979	261.5	120.5	382	2850.5	2110.5	4961	3112	2231	5343
	68.46%	31.54%	100.00%	57.46%	42.54%	100.00%	58.24%	41.76%	100.00%
1980	270.5	106	376.5	2850	2284	5134	3120.5	2390	5510.5
	71.85%	28.15%	100.00%	55.51%	44.49%	100.00%	56.63%	43.37%	100.00%
1981	198.5	104	302.5	2834.5	2310	5144.5	3033	2414	5447
	65.62%	34.38%	100.00%	55.10%	44.90%	100.00%	55.68%	44.32%	100.00%
1982	168	85.5	253.5	2941.5	2409.5	5351	3109.5	2495	5604.5
	66.27%	33.73%	100.00%	54.97%	45.03%	100.00%	55.48%	44.52%	100.00%
1983	178.5	83.5	262	3084.5	2563	5647.5	3263	2646.5	5909.5
	68.13%	31.87%	100.00%	54.62%	45.38%	100.00%	55.22%	44.78%	100.00%
1984	187	74	261	3043.5	2519	5562.5	3230.5	2593	5823.5
	71.65%	28.35%	100.00%	54.71%	45.29%	100.00%	55.47%	44.53%	100.00%
1985	203	62.5	265.5	2994.5	2494.5	5489	3197.5	2557	5754.5
	76.46%	23.54%	100.00%	54.55%	45.45%	100.00%	55.57%	44.43%	100.00%
1986	283.5	94	377.5	3270	2456	5726	3553.5	2550	6103.5
	75.10%	24.90%	100.00%	57.11%	42.89%	100.00%	58.22%	41.78%	100.00%
1987	323	113.5	436.5	3351	2344	5695	3674	2457.5	6131.5
	74.00%	26.00%	100.00%	58.84%	41.16%	100.00%	59.92%	40.08%	100.00%
1988	310.5	99.5	410	3527.5	2312.5	5840	3838	2412	6250
	75.73%	24.27%	100.00%	60.40%	39.60%	100.00%	61.41%	38.59%	100.00%
1989	344.5	114	458.5	3757	2364	6121	4101.5	2478	6579.5
	75.14%	24.86%	100.00%	61.38%	38.62%	100.00%	62.34%	37.66%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	6	67	73	14	84	98	24	82	106	11	8	19	55	241	296
	8.22%	91.78%	100.00%	14.29%	85.71%	100.00%	22.64%	77.36%	100.00%	57.89%	42.11%	100.00%	18.58%	81.42%	100.00%
1975-76	6	69	75	14	86	100	13	77	90	4	3	7	37	235	272
	8.00%	92.00%	100.00%	14.00%	86.00%	100.00%	14.44%	85.56%	100.00%	57.14%	42.86%	100.00%	13.60%	86.40%	100.00%
1976-77	6	74	80	16	85	101	12	62	74	4	5	9	38	226	264
	7.50%	92.50%	100.00%	15.84%	84.16%	100.00%	16.22%	83.78%	100.00%	44.44%	55.56%	100.00%	14.39%	85.61%	100.00%
1977-78	5	85	90	16	89	105	10	60	70	5	6	11	36	240	276
	5.56%	94.44%	100.00%	15.24%	84.76%	100.00%	14.29%	85.71%	100.00%	45.45%	54.55%	100.00%	13.04%	86.96%	100.00%
1978-79	5	91	96	14	89	103	9	55	64	5	5	10	33	240	273
	5.21%	94.79%	100.00%	13.59%	86.41%	100.00%	14.06%	85.94%	100.00%	50.00%	50.00%	100.00%	12.09%	87.91%	100.00%
1979-80	5	94	99	13	86	99	12	60	72	2	6	8	32	246	278
	5.05%	94.95%	100.00%	13.13%	86.87%	100.00%	16.67%	83.33%	100.00%	25.00%	75.00%	100.00%	11.51%	88.49%	100.00%
1980-81	5	96	101	10	80	90	15	56	71	1	8	9	31	240	271
	4.95%	95.05%	100.00%	11.11%	88.89%	100.00%	21.13%	78.87%	100.00%	11.11%	88.89%	100.00%	11.44%	88.56%	100.00%
1981-82	4	103	107	9	76	85	14	52	66	0	7	7	27	238	265
	3.74%	96.26%	100.00%	10.59%	89.41%	100.00%	21.21%	78.79%	100.00%	0.00%	100.00%	100.00%	10.19%	89.81%	100.00%
1982-83	4	109	113	11	72	83	13	54	67	3	5	8	31	240	271
	3.54%	96.46%	100.00%	13.25%	86.75%	100.00%	19.40%	80.60%	100.00%	37.50%	62.50%	100.00%	11.44%	88.56%	100.00%
1983-84	5	112	117	14	76	90	18	48	66	0	2	2	37	238	275
	4.27%	95.73%	100.00%	15.56%	84.44%	100.00%	27.27%	72.73%	100.00%	0.00%	100.00%	100.00%	13.45%	86.55%	100.00%
1984-85	6	112	118	15	76	91	19	39	58	3	3	6	43	230	273
	5.08%	94.92%	100.00%	16.48%	83.52%	100.00%	32.76%	67.24%	100.00%	50.00%	50.00%	100.00%	15.75%	84.25%	100.00%
1985-86	7	114	121	12	76	88	19	39	58	5	2	7	43	231	274
	5.79%	94.21%	100.00%	13.64%	86.36%	100.00%	32.76%	67.24%	100.00%	71.43%	28.57%	100.00%	15.69%	84.31%	100.00%
1986-87	7	120	127	17	81	98	26	45	71	11	2	13	61	248	309
	5.51%	94.49%	100.00%	17.35%	82.65%	100.00%	36.62%	63.38%	100.00%	84.62%	15.38%	100.00%	19.74%	80.26%	100.00%
1987-88	7	120	127	22	70	92	21	38	59	5	5	10	55	233	288
	5.51%	94.49%	100.00%	23.91%	76.09%	100.00%	35.59%	64.41%	100.00%	50.00%	50.00%	100.00%	19.10%	80.90%	100.00%
1988-89	10	132	142	26	58	84	28	46	74	8	3	11	72	239	311
	7.04%	92.96%	100.00%	30.95%	69.05%	100.00%	37.84%	62.16%	100.00%	72.73%	27.27%	100.00%	23.15%	76.85%	100.00%
1989-90	14	139	153	26	52	78	23	34	57	6	3	9	69	228	297
	9.15%	90.85%	100.00%	33.33%	66.67%	100.00%	40.35%	59.65%	100.00%	66.67%	33.33%	100.00%	23.23%	76.77%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	6	55	10.91%	67	241	27.80%
1975-76	6	37	16.22%	69	235	29.36%
1976-77	6	38	15.79%	74	226	32.74%
1977-78	5	36	13.89%	85	240	35.42%
1978-79	5	33	15.15%	91	240	37.92%
1979-80	5	32	15.63%	94	246	38.21%
1980-81	5	31	16.13%	96	240	40.00%
1981-82	4	27	14.81%	103	238	43.28%
1982-83	4	31	12.90%	109	240	45.42%
1983-84	5	37	13.51%	112	238	47.06%
1984-85	6	43	13.95%	112	230	48.70%
1985-86	7	43	16.28%	114	231	49.35%
1986-87	7	61	11.48%	120	248	48.39%
1987-88	7	55	12.73%	120	233	51.50%
1988-89	10	72	13.89%	132	239	55.23%
1989-90	14	69	20.29%	139	228	60.96%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	39.39 to 1	8.70 to 1
1975-76	56.24 to 1	9.21 to 1
1976-77	59.84 to 1	10.20 to 1
1977-78	63.90 to 1	9.38 to 1
1978-79	71.24 to 1	9.20 to 1
1979-80	75.97 to 1	8.92 to 1
1980-81	79.90 to 1	9.16 to 1
1981-82	93.02 to 1	9.00 to 1
1982-83	82.71 to 1	8.82 to 1
1983-84	68.41 to 1	9.22 to 1
1984-85	59.86 to 1	9.91 to 1
1985-86	60.49 to 1	10.19 to 1
1986-87	43.33 to 1	9.82 to 1
1987-88	49.67 to 1	10.29 to 1
1988-89	38.72 to 1	9.98 to 1
1989-90	42.07 to 1	10.41 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	389.5	368	757.5	2166.5	2096.5	4263	2556	2464.5	5020.5
	51.42%	48.58%	100.00%	50.82%	49.18%	100.00%	50.91%	49.09%	100.00%
1975	376.5	352.5	729	2081	2164	4245	2457.5	2516.5	4974
	51.65%	48.35%	100.00%	49.02%	50.98%	100.00%	49.41%	50.59%	100.00%
1976	336.5	343	679.5	2274	2305	4579	2610.5	2648	5258.5
	49.52%	50.48%	100.00%	49.66%	50.34%	100.00%	49.64%	50.36%	100.00%
1977	348.5	352	700.5	2300.5	2250.5	4551	2649	2602.5	5251.5
	49.75%	50.25%	100.00%	50.55%	49.45%	100.00%	50.44%	49.56%	100.00%
1978	326	298	624	2351	2207.5	4558.5	2677	2505.5	5182.5
	52.24%	47.76%	100.00%	51.57%	48.43%	100.00%	51.65%	48.35%	100.00%
1979	309.5	308	617.5	2431	2193.5	4624.5	2740.5	2501.5	5242
	50.12%	49.88%	100.00%	52.57%	47.43%	100.00%	52.28%	47.72%	100.00%
1980	317	317.5	634.5	2477	2199.5	4676.5	2794	2517	5311
	49.96%	50.04%	100.00%	52.97%	47.03%	100.00%	52.61%	47.39%	100.00%
1981	303	284	587	2511.5	2143	4654.5	2814.5	2427	5241.5
	51.62%	48.38%	100.00%	53.96%	46.04%	100.00%	53.70%	46.30%	100.00%
1982	264.5	323.5	588	2564	2117.5	4681.5	2828.5	2441	5269.5
	44.98%	55.02%	100.00%	54.77%	45.23%	100.00%	53.68%	46.32%	100.00%
1983	308	380.5	688.5	2531	2194	4725	2839	2574.5	5413.5
	44.73%	55.27%	100.00%	53.57%	46.43%	100.00%	52.44%	47.56%	100.00%
1984	312.5	344.5	657	2574	2279.5	4853.5	2886.5	2624	5510.5
	47.56%	52.44%	100.00%	53.03%	46.97%	100.00%	52.38%	47.62%	100.00%
1985	327	312	639	2601	2354.5	4955.5	2928	2666.5	5594.5
	51.17%	48.83%	100.00%	52.49%	47.51%	100.00%	52.34%	47.66%	100.00%
1986	381.5	302.5	684	2643	2434.5	5077.5	3024.5	2737	5761.5
	55.77%	44.23%	100.00%	52.05%	47.95%	100.00%	52.50%	47.50%	100.00%
1987	377.5	281.5	659	2732	2396.5	5128.5	3109.5	2678	5787.5
	57.28%	42.72%	100.00%	53.27%	46.73%	100.00%	53.73%	46.27%	100.00%
1988	354.5	252.5	607	2787.5	2385	5172.5	3142	2637.5	5779.5
	58.40%	41.60%	100.00%	53.89%	46.11%	100.00%	54.36%	45.64%	100.00%
1989	364	268.5	632.5	2903	2372.5	5275.5	3267	2641	5908
	57.55%	42.45%	100.00%	55.03%	44.97%	100.00%	55.30%	44.70%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	7	75	82	18	85	103	28	70	98	13	6	19	66	236	302
	8.54%	91.46%	100.00%	17.48%	82.52%	100.00%	28.57%	71.43%	100.00%	68.42%	31.58%	100.00%	21.85%	78.15%	100.00%
1975-76	8	85	93	18	84	102	27	57	84	19	10	29	72	236	308
	8.60%	91.40%	100.00%	17.65%	82.35%	100.00%	32.14%	67.86%	100.00%	65.52%	34.48%	100.00%	23.38%	76.62%	100.00%
1976-77	8	92	100	19	86	105	30	48	78	19	13	32	76	239	315
	8.00%	92.00%	100.00%	18.10%	81.90%	100.00%	38.46%	61.54%	100.00%	59.38%	40.63%	100.00%	24.13%	75.87%	100.00%
1977-78	9	94	103	20	87	107	26	41	67	18	8	26	73	230	303
	8.74%	91.26%	100.00%	18.69%	81.31%	100.00%	38.81%	61.19%	100.00%	69.23%	30.77%	100.00%	24.09%	75.91%	100.00%
1978-79	8	97	105	20	83	103	30	42	72	18	10	28	76	232	308
	7.62%	92.38%	100.00%	19.42%	80.58%	100.00%	41.67%	58.33%	100.00%	64.29%	35.71%	100.00%	24.68%	75.32%	100.00%
1979-80	11	101	112	18	79	97	30	41	71	20	11	31	79	232	311
	9.82%	90.18%	100.00%	18.56%	81.44%	100.00%	42.25%	57.75%	100.00%	64.52%	35.48%	100.00%	25.40%	74.60%	100.00%
1980-81	17	105	122	14	77	91	30	36	66	17	10	27	78	228	306
	13.93%	86.07%	100.00%	15.38%	84.62%	100.00%	45.45%	54.55%	100.00%	62.96%	37.04%	100.00%	25.49%	74.51%	100.00%
1981-82	17	110	127	18	77	95	29	41	70	17	10	27	81	238	319
	13.39%	86.61%	100.00%	18.95%	81.05%	100.00%	41.43%	58.57%	100.00%	62.96%	37.04%	100.00%	25.39%	74.61%	100.00%
1982-83	17	111	128	19	70	89	29	41	70	14	9	23	79	231	310
	13.28%	86.72%	100.00%	21.35%	78.65%	100.00%	41.43%	58.57%	100.00%	60.87%	39.13%	100.00%	25.48%	74.52%	100.00%
1983-84	16	114	130	19	66	85	29	46	75	12	13	25	76	239	315
	12.31%	87.69%	100.00%	22.35%	77.65%	100.00%	38.67%	61.33%	100.00%	48.00%	52.00%	100.00%	24.13%	75.87%	100.00%
1984-85	17	116	133	18	64	82	34	49	83	10	13	23	79	242	321
	12.78%	87.22%	100.00%	21.95%	78.05%	100.00%	40.96%	59.04%	100.00%	43.48%	56.52%	100.00%	24.61%	75.39%	100.00%
1985-86	17	115	132	19	64	83	34	53	87	14	14	28	84	246	330
	12.88%	87.12%	100.00%	22.89%	77.11%	100.00%	39.08%	60.92%	100.00%	50.00%	50.00%	100.00%	25.45%	74.55%	100.00%
1986-87	18	115	133	21	61	82	40	55	95	19	19	38	98	250	348
	13.53%	86.47%	100.00%	25.61%	74.39%	100.00%	42.11%	57.89%	100.00%	50.00%	50.00%	100.00%	28.16%	71.84%	100.00%
1987-88	18	117	135	20	60	80	47	50	97	16	15	31	101	242	343
	13.33%	86.67%	100.00%	25.00%	75.00%	100.00%	48.45%	51.55%	100.00%	51.61%	48.39%	100.00%	29.45%	70.55%	100.00%
1988-89	20	115	135	22	63	85	52	63	115	22	9	31	116	250	366
	14.81%	85.19%	100.00%	25.88%	74.12%	100.00%	45.22%	54.78%	100.00%	70.97%	29.03%	100.00%	31.69%	68.31%	100.00%
1989-90	19	112	131	24	69	93	47	61	108	16	7	23	106	249	355
	14.50%	85.50%	100.00%	25.81%	74.19%	100.00%	43.52%	56.48%	100.00%	69.57%	30.43%	100.00%	29.86%	70.14%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	7	66	10.61%	75	236	31.78%
1975-76	8	72	11.11%	85	236	36.02%
1976-77	8	76	10.53%	92	239	38.49%
1977-78	9	73	12.33%	94	230	40.87%
1978-79	8	76	10.53%	97	232	41.81%
1979-80	11	79	13.92%	101	232	43.53%
1980-81	17	78	21.79%	105	228	46.05%
1981-82	17	81	20.99%	110	238	46.22%
1982-83	17	79	21.52%	111	231	48.05%
1983-84	16	76	21.05%	114	239	47.70%
1984-85	17	79	21.52%	116	242	47.93%
1985-86	17	84	20.24%	115	246	46.75%
1986-87	18	98	18.37%	115	250	46.00%
1987-88	18	101	17.82%	117	242	48.35%
1988-89	20	116	17.24%	115	250	46.00%
1989-90	19	106	17.92%	112	249	44.98%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	48.24 to 1	9.77 to 1
1975-76	42.85 to 1	10.62 to 1
1976-77	39.34 to 1	10.46 to 1
1977-78	39.34 to 1	10.55 to 1
1978-79	35.14 to 1	10.34 to 1
1979-80	32.21 to 1	10.27 to 1
1980-81	33.26 to 1	10.49 to 1
1981-82	32.63 to 1	10.22 to 1
1982-83	33.32 to 1	10.87 to 1
1983-84	36.22 to 1	11.28 to 1
1984-85	36.22 to 1	11.57 to 1
1985-86	34.26 to 1	11.23 to 1
1986-87	29.22 to 1	10.76 to 1
1987-88	30.91 to 1	11.82 to 1
1988-89	29.72 to 1	11.59 to 1
1989-90	33.03 to 1	11.77 to 1

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TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	215	148	361	3184	2308.5	5490.5	3399	2452.5	5851.5
	59.56%	40.44%	100.00%	57.99%	42.01%	100.00%	58.09%	41.91%	100.00%
1975	188.5	149	337.5	3085.5	2507	5592.5	3274	2656	5930
	55.85%	44.15%	100.00%	55.17%	44.83%	100.00%	55.21%	44.79%	100.00%
1976	203	128.5	329.5	2991	2500.5	5491.5	3194	2627	5821
	61.61%	38.39%	100.00%	54.47%	45.53%	100.00%	54.87%	45.13%	100.00%
1977	201	125.5	326.5	2872	2427.5	5299.5	3073	2553	5626
	61.56%	38.44%	100.00%	54.19%	45.81%	100.00%	54.62%	45.38%	100.00%
1978	217.5	112	329.5	2671	2398.5	5069.5	2888.5	2510.5	5399
	66.01%	33.99%	100.00%	52.69%	47.31%	100.00%	53.50%	46.50%	100.00%
1979	231.5	104	335.5	2545	2383	4928	2776.5	2487	5263.5
	69.00%	31.00%	100.00%	51.64%	48.36%	100.00%	52.75%	47.25%	100.00%
1980	206.5	97	303.5	2594.5	2391	4985.5	2801	2488	5289
	68.04%	31.96%	100.00%	52.04%	47.96%	100.00%	52.96%	47.04%	100.00%
1981	178	93	271	2643	2432.5	5075.5	2821	2525.5	5346.5
	65.68%	34.32%	100.00%	52.07%	47.93%	100.00%	52.76%	47.24%	100.00%
1982	158.5	83	241.5	2632	2511.5	5143.5	2790.5	2594.5	5385
	65.63%	34.37%	100.00%	51.17%	48.83%	100.00%	51.82%	48.18%	100.00%
1983	163.5	109	272.5	2753	2696	5449	2916.5	2805	5721.5
	60.00%	40.00%	100.00%	50.52%	49.48%	100.00%	50.97%	49.03%	100.00%
1984	191	119	310	2861.5	2799	5660.5	3052.5	2918	5970.5
	61.61%	38.39%	100.00%	50.55%	49.45%	100.00%	51.13%	48.87%	100.00%
1985	191.5	120.5	312	2877.5	2761.5	5639	3069	2882	5951
	61.38%	38.62%	100.00%	51.03%	48.97%	100.00%	51.57%	48.43%	100.00%
1986	290.5	169	459.5	2863.5	2690.5	5554	3154	2859.5	6013.5
	63.22%	36.78%	100.00%	51.56%	48.44%	100.00%	52.45%	47.55%	100.00%
1987	199.5	100.5	300	3121.5	2861	5982.5	3321	2961.5	6282.5
	66.50%	33.50%	100.00%	52.18%	47.82%	100.00%	52.86%	47.14%	100.00%
1988	218.5	129	347.5	3448	2898	6346	3666.5	3027	6693.5
	62.88%	37.12%	100.00%	54.33%	45.67%	100.00%	54.78%	45.22%	100.00%
1989	263	155	418	3501.5	2931	6432.5	3764.5	3086	6850.5
	62.92%	37.08%	100.00%	54.43%	45.57%	100.00%	54.95%	45.05%	100.00%

TABLE 1
DISTRIBUTION OF FULL-TIME FACULTY WITHIN PROFESSORIAL RANKS BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	26	129	155	49	149	198	29	56	85	14	10	24	118	344	462
	16.77%	83.23%	100.00%	24.75%	75.25%	100.00%	34.12%	65.88%	100.00%	58.33%	41.67%	100.00%	25.54%	74.46%	100.00%
1975-76	24	111	135	52	149	201	40	48	88	17	13	30	133	321	454
	17.78%	82.22%	100.00%	25.87%	74.13%	100.00%	45.45%	54.55%	100.00%	56.67%	43.33%	100.00%	29.30%	70.70%	100.00%
1976-77	24	110	134	42	142	184	44	62	106	28	14	42	138	328	466
	17.91%	82.09%	100.00%	22.83%	77.17%	100.00%	41.51%	58.49%	100.00%	66.67%	33.33%	100.00%	29.61%	70.39%	100.00%
1977-78	26	118	144	42	152	194	48	57	105	10	9	19	126	336	462
	18.06%	81.94%	100.00%	21.65%	78.35%	100.00%	45.71%	54.29%	100.00%	52.63%	47.37%	100.00%	27.27%	72.73%	100.00%
1978-79	21	117	138	44	152	196	41	65	106	19	10	29	125	344	469
	15.22%	84.78%	100.00%	22.45%	77.55%	100.00%	38.68%	61.32%	100.00%	65.52%	34.48%	100.00%	26.65%	73.35%	100.00%
1979-80	22	118	140	45	147	192	49	60	109	18	9	27	134	334	468
	15.71%	84.29%	100.00%	23.44%	76.56%	100.00%	44.95%	55.05%	100.00%	66.67%	33.33%	100.00%	28.63%	71.37%	100.00%
1980-81	24	120	144	45	140	185	49	66	115	18	15	33	136	341	477
	16.67%	83.33%	100.00%	24.32%	75.68%	100.00%	42.61%	57.39%	100.00%	54.55%	45.45%	100.00%	28.51%	71.49%	100.00%
1981-82	20	118	138	48	142	190	51	63	114	14	8	22	133	331	464
	14.49%	85.51%	100.00%	25.26%	74.74%	100.00%	44.74%	55.26%	100.00%	63.64%	36.36%	100.00%	28.66%	71.34%	100.00%
1982-83	21	121	142	47	134	181	50	66	116	12	11	23	130	332	462
	14.79%	85.21%	100.00%	25.97%	74.03%	100.00%	43.10%	56.90%	100.00%	52.17%	47.83%	100.00%	28.14%	71.86%	100.00%
1983-84	22	121	143	45	140	185	53	59	112	11	6	17	131	326	457
	15.38%	84.62%	100.00%	24.32%	75.68%	100.00%	47.32%	52.68%	100.00%	64.71%	35.29%	100.00%	28.67%	71.33%	100.00%
1984-85	22	120	142	43	141	184	52	52	104	9	5	14	126	318	444
	15.49%	84.51%	100.00%	23.37%	76.63%	100.00%	50.00%	50.00%	100.00%	64.29%	35.71%	100.00%	28.38%	71.62%	100.00%
1985-86	23	119	142	39	138	177	51	60	111	8	6	14	121	323	444
	16.20%	83.80%	100.00%	22.03%	77.97%	100.00%	45.95%	54.05%	100.00%	57.14%	42.86%	100.00%	27.25%	72.75%	100.00%
1986-87	25	124	149	40	133	173	55	65	120	27	28	55	147	350	497
	16.78%	83.22%	100.00%	23.12%	76.88%	100.00%	45.83%	54.17%	100.00%	49.09%	50.91%	100.00%	29.58%	70.42%	100.00%
1987-88	22	116	138	42	130	172	60	61	121	5	6	11	129	313	442
	15.94%	84.06%	100.00%	24.42%	75.58%	100.00%	49.59%	50.41%	100.00%	45.45%	54.55%	100.00%	29.19%	70.81%	100.00%
1988-89	24	118	142	44	130	174	66	67	133	17	14	31	151	329	480
	16.90%	83.10%	100.00%	25.29%	74.71%	100.00%	49.62%	50.38%	100.00%	54.84%	45.16%	100.00%	31.46%	68.54%	100.00%
1989-90	29	125	154	37	124	161	57	84	141	3	6	9	126	339	465
	18.83%	81.17%	100.00%	22.98%	77.02%	100.00%	40.43%	59.57%	100.00%	33.33%	66.67%	100.00%	27.10%	72.90%	100.00%

The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

TABLE 2
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK
BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

Year	Female			Male		
	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
1974-75	26	118	22.03%	129	344	37.50%
1975-76	24	133	18.05%	111	321	34.58%
1976-77	24	138	17.39%	110	328	33.54%
1977-78	26	126	20.63%	118	336	35.12%
1978-79	21	125	16.80%	117	344	34.01%
1979-80	22	134	16.42%	118	334	35.33%
1980-81	24	136	17.65%	120	341	35.19%
1981-82	20	133	15.04%	118	331	35.65%
1982-83	21	130	16.15%	121	332	36.45%
1983-84	22	131	16.79%	121	326	37.12%
1984-85	22	126	17.46%	120	318	37.74%
1985-86	23	121	19.01%	119	323	36.84%
1986-87	25	147	17.01%	124	350	35.43%
1987-88	22	129	17.05%	116	313	37.06%
1988-89	24	151	15.89%	118	329	35.87%
1989-90	29	126	23.02%	125	339	36.87%

TABLE 3
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

Year	Female	Male
1974-75	31.19 to 1	7.23 to 1
1975-76	29.60 to 1	8.85 to 1
1976-77	28.32 to 1	8.58 to 1
1977-78	30.55 to 1	8.24 to 1
1978-79	30.38 to 1	7.73 to 1
1979-80	28.79 to 1	8.09 to 1
1980-81	29.91 to 1	8.19 to 1
1981-82	31.48 to 1	9.19 to 1
1982-83	34.36 to 1	9.61 to 1
1983-84	32.58 to 1	10.00 to 1
1984-85	32.73 to 1	10.09 to 1
1985-86	35.85 to 1	10.48 to 1
1986-87	30.81 to 1	9.61 to 1
1987-88	38.75 to 1	11.35 to 1
1988-89	33.64 to 1	10.92 to 1
1989-90	41.31 to 1	10.56 to 1

TABLE 4
STUDENT FTE ENROLLMENT
BY ENROLLMENT STATUS AND SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

YEAR	Graduate FTE			Undergraduate FTE			TOTAL STUDENTS		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974	532.5	415	947.5	3680.5	2485.5	6166	4213	2900.5	7113.5
	58.20%	43.80%	100.00%	59.69%	40.31%	100.00%	59.23%	40.77%	100.00%
1975	549.5	448.5	998	3937	2841	6778	4486.5	3289.5	7776
	55.06%	44.94%	100.00%	58.08%	41.92%	100.00%	57.70%	42.30%	100.00%
1976	525.5	405.5	931	3907.5	2814	6721.5	4433	3219.5	7652.5
	56.44%	43.56%	100.00%	58.13%	41.87%	100.00%	57.93%	42.07%	100.00%
1977	435.5	301.5	737	3849.5	2768.5	6618	4285	3070	7355
	59.09%	40.91%	100.00%	58.17%	41.83%	100.00%	58.26%	41.74%	100.00%
1978	441	290.5	731.5	3798	2657.5	6455.5	4239	2948	7187
	60.29%	39.71%	100.00%	58.83%	41.17%	100.00%	58.98%	41.02%	100.00%
1979	447.5	271.5	719	3857.5	2703.5	6561	4305	2975	7280
	62.24%	37.76%	100.00%	58.79%	41.21%	100.00%	59.13%	40.87%	100.00%
1980	413	259.5	672.5	4068	2793.5	6861.5	4481	3053	7534
	61.41%	38.59%	100.00%	59.29%	40.71%	100.00%	59.48%	40.52%	100.00%
1981	440	242	682	4187.5	3042.5	7230	4627.5	3284.5	7912
	64.52%	35.48%	100.00%	57.92%	42.08%	100.00%	58.49%	41.51%	100.00%
1982	420.5	237.5	658	4467	3189.5	7656.5	4887.5	3427	8314.5
	63.91%	36.09%	100.00%	58.34%	41.66%	100.00%	58.78%	41.22%	100.00%
1983	423.5	242.5	666	4268.5	3260	7528.5	4692	3502.5	8194.5
	63.59%	36.41%	100.00%	56.70%	43.30%	100.00%	57.26%	42.74%	100.00%
1984	448.5	287	735.5	4124.5	3208.5	7333	4573	3495.5	8068.5
	60.98%	39.02%	100.00%	56.25%	43.75%	100.00%	56.68%	43.32%	100.00%
1985	489	298.5	787.5	4337.5	3384	7721.5	4828.5	3682.5	8509
	62.10%	37.90%	100.00%	56.17%	43.83%	100.00%	56.72%	43.28%	100.00%
1986	595.5	312.5	908	4528.5	3363.5	7892	5124	3676	8800
	65.58%	34.42%	100.00%	57.38%	42.62%	100.00%	58.23%	41.77%	100.00%
1987	651.5	334.5	986	4999	3554	8553	5650.5	3888.5	9539
	66.08%	33.92%	100.00%	58.45%	41.55%	100.00%	59.24%	40.76%	100.00%
1988	665	332	997	5080	3593.5	8673.5	5745	3925.5	9670.5
	66.70%	33.30%	100.00%	58.57%	41.43%	100.00%	59.41%	40.59%	100.00%
1989	723	384	1087	5205.5	3580	8785.5	5928.5	3944	9872.5
	66.51%	33.49%	100.00%	59.25%	40.75%	100.00%	60.05%	39.95%	100.00%

Appendix B



*Figures 1 - 9
for each of the 14
State System
of Higher Education Universities*

Appendix B

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Appendix B

TABLE OF FIGURES BY UNIVERSITY

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by Sex 1974-1989**

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FIGURE 2 Full-time Professor by Sex 1974-1989

Bloomsburg University of Pennsylvania	100
California University of Pennsylvania	106
Cheyney University of Pennsylvania	112
Clarion University of Pennsylvania	118
East Stroudsburg University of Pennsylvania	124
Edinboro University of Pennsylvania	130
Indiana University of Pennsylvania	136
Kutztown University of Pennsylvania	142
Lock Haven University of Pennsylvania	148
Mansfield University of Pennsylvania	154
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Shippensburg University of Pennsylvania	166
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**FIGURE 3 Full-time Associate Professor
by Sex 1974-1989**

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Bloomsburg University of Pennsylvania	100
California University of Pennsylvania	106
Cheyney University of Pennsylvania	112
Clarion University of Pennsylvania	118
East Stroudsburg University of Pennsylvania	124
Edinboro University of Pennsylvania	130
Indiana University of Pennsylvania	136
Kutztown University of Pennsylvania	142
Lock Haven University of Pennsylvania	148
Mansfield University of Pennsylvania	154
Millersville University of Pennsylvania	160
Shippensburg University of Pennsylvania	166
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**FIGURE 4 Full-time Assistant Professor
by Sex 1974-1989**

Bloomsburg University of Pennsylvania	101
California University of Pennsylvania	107
Cheyney University of Pennsylvania	113
Clarion University of Pennsylvania	119
East Stroudsburg University of Pennsylvania	125
Edinboro University of Pennsylvania	131
Indiana University of Pennsylvania	137
Kutztown University of Pennsylvania	143
Lock Haven University of Pennsylvania	149
Mansfield University of Pennsylvania	155
Millersville University of Pennsylvania	161
Shippensburg University of Pennsylvania	167
Slippery Rock University of Pennsylvania	173
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**FIGURE 5 Full-time Instructor
by Sex 1974-1989**

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California University of Pennsylvania	107
Cheyney University of Pennsylvania	113
Clarion University of Pennsylvania	119
East Stroudsburg University of Pennsylvania	125
Edinboro University of Pennsylvania	131
Indiana University of Pennsylvania	137
Kutztown University of Pennsylvania	143
Lock Haven University of Pennsylvania	149
Mansfield University of Pennsylvania	155
Millersville University of Pennsylvania	161
Shippensburg University of Pennsylvania	167
Slippery Rock University of Pennsylvania	173
West Chester University of Pennsylvania	179

**FIGURE 6 Full-time Total Faculty at
Professor Rank by Sex 1974-1989**

Bloomsburg University of Pennsylvania	102
California University of Pennsylvania	108
Cheyney University of Pennsylvania	114
Clarion University of Pennsylvania	120
East Stroudsburg University of Pennsylvania	126
Edinboro University of Pennsylvania	132
Indiana University of Pennsylvania	138
Kutztown University of Pennsylvania	144
Lock Haven University of Pennsylvania	150
Mansfield University of Pennsylvania	156
Millersville University of Pennsylvania	162
Shippensburg University of Pennsylvania	168
Slippery Rock University of Pennsylvania	174
West Chester University of Pennsylvania	180

**FIGURE 7 Graduate Student FTE
Enrollment by Sex 1974-1989**

Bloomsburg University of Pennsylvania	102
California University of Pennsylvania	108
Cheyney University of Pennsylvania	114
Clarion University of Pennsylvania	120
East Stroudsburg University of Pennsylvania	126
Edinboro University of Pennsylvania	132
Indiana University of Pennsylvania	138
Kutztown University of Pennsylvania	144
Lock Haven University of Pennsylvania	150
Mansfield University of Pennsylvania	156
Millersville University of Pennsylvania	162
Shippensburg University of Pennsylvania	168
Slippery Rock University of Pennsylvania	174
West Chester University of Pennsylvania	180

**FIGURE 8 Undergraduate Student FTE
Enrollment by Sex 1974-1989**

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California University of Pennsylvania	109
Cheyney University of Pennsylvania	115
Clarion University of Pennsylvania	121
East Stroudsburg University of Pennsylvania	127
Edinboro University of Pennsylvania	133
Indiana University of Pennsylvania	139
Kutztown University of Pennsylvania	145
Lock Haven University of Pennsylvania	151
Mansfield University of Pennsylvania	157
Millersville University of Pennsylvania	163
Shippensburg University of Pennsylvania	169
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**FIGURE 9 Ratio of Undergraduate Student FTE
Enrollment to Full-time Total Faculty
by Sex 1974-1989**

Bloomsburg University of Pennsylvania	103
California University of Pennsylvania	109
Cheyney University of Pennsylvania	115
Clarion University of Pennsylvania	121
East Stroudsburg University of Pennsylvania	127
Edinboro University of Pennsylvania	133
Indiana University of Pennsylvania	139
Kutztown University of Pennsylvania	145
Lock Haven University of Pennsylvania	151
Mansfield University of Pennsylvania	157
Millersville University of Pennsylvania	163
Shippensburg University of Pennsylvania	169
Slippery Rock University of Pennsylvania	175
West Chester University of Pennsylvania	181

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

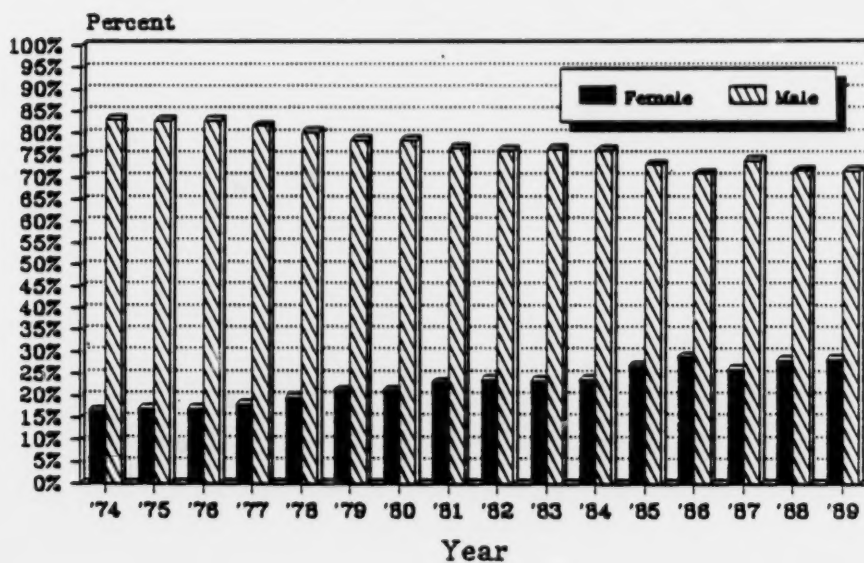


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

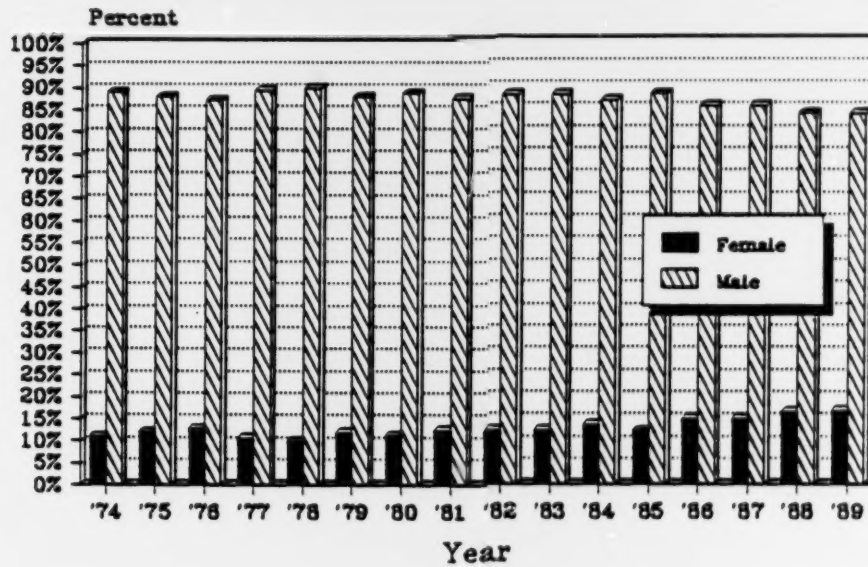


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

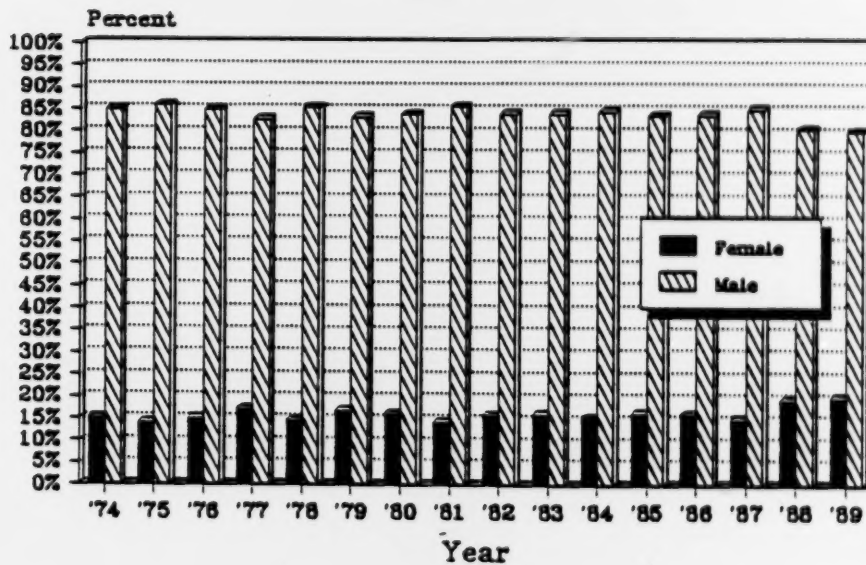


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

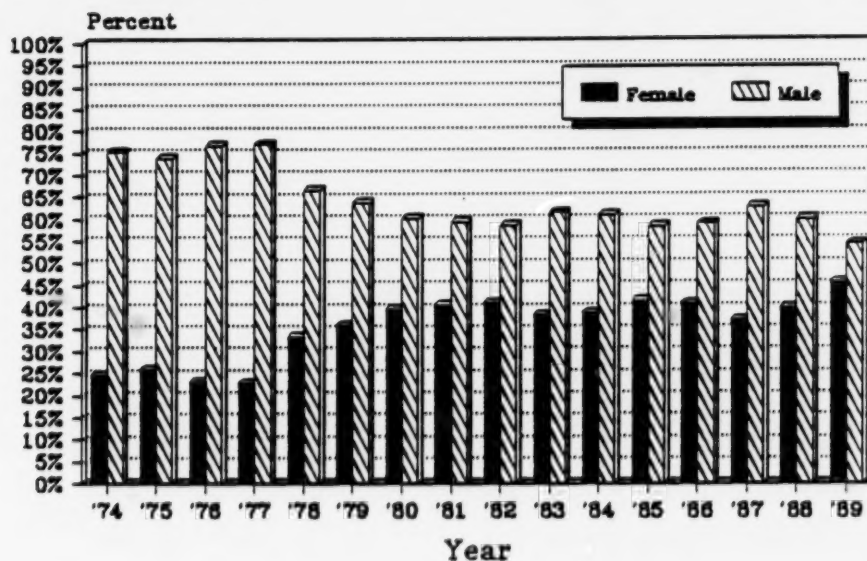


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

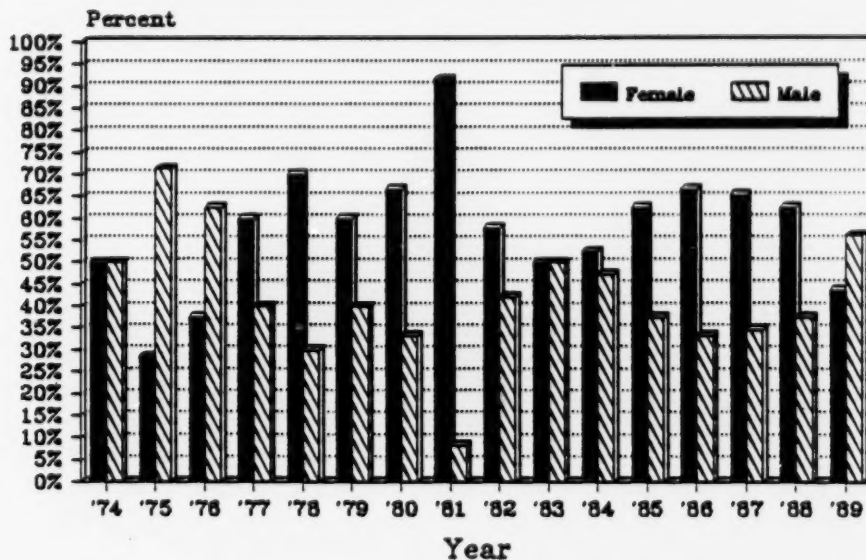
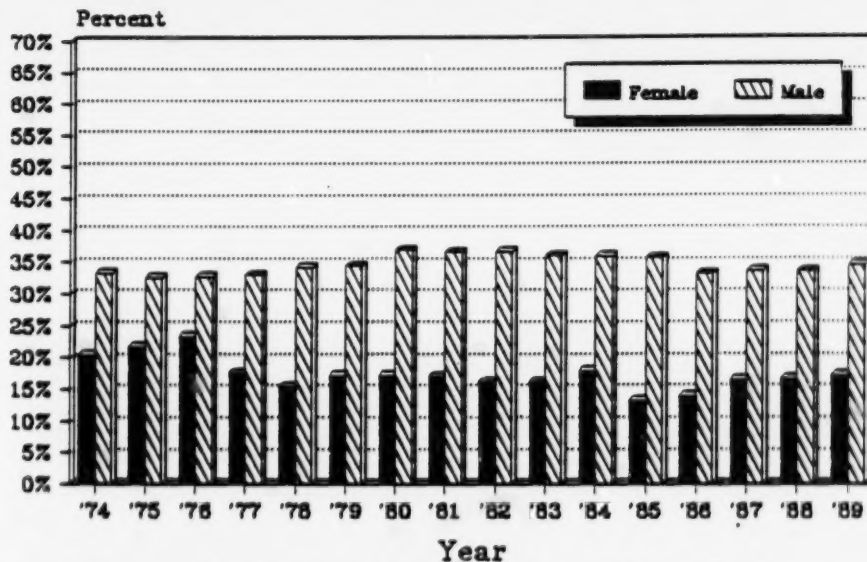


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

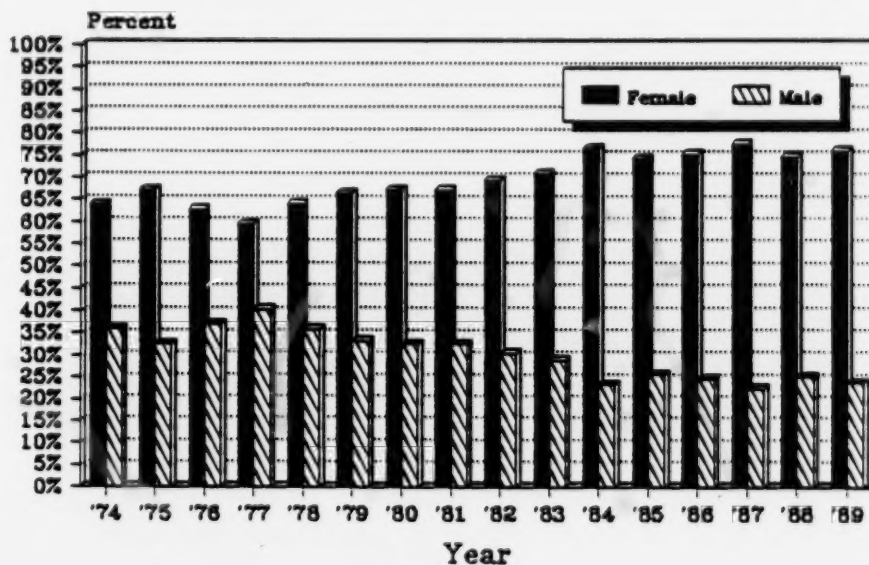


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

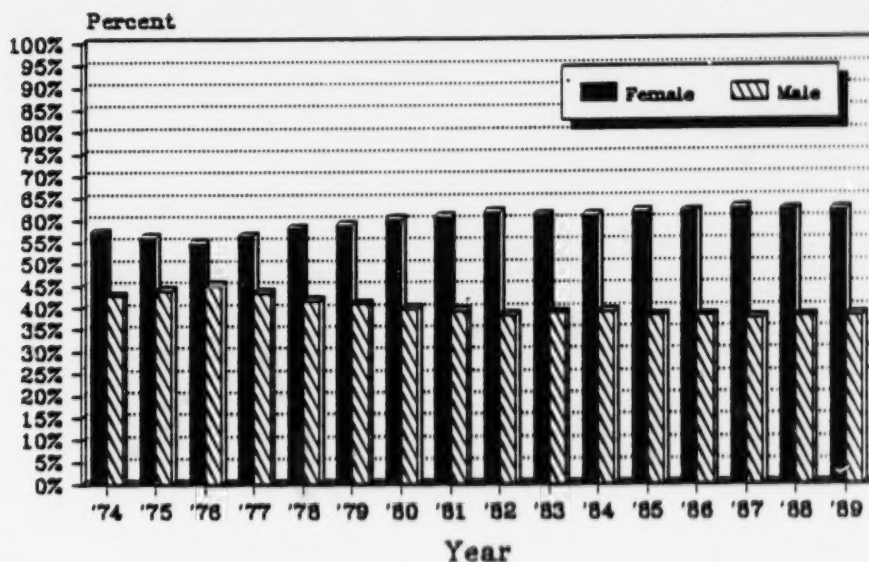
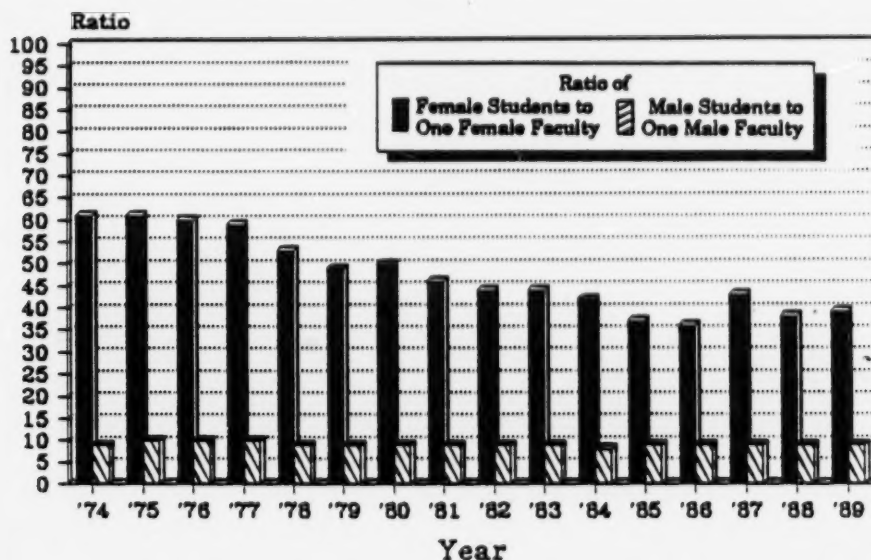


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA



CALIFORNIA UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

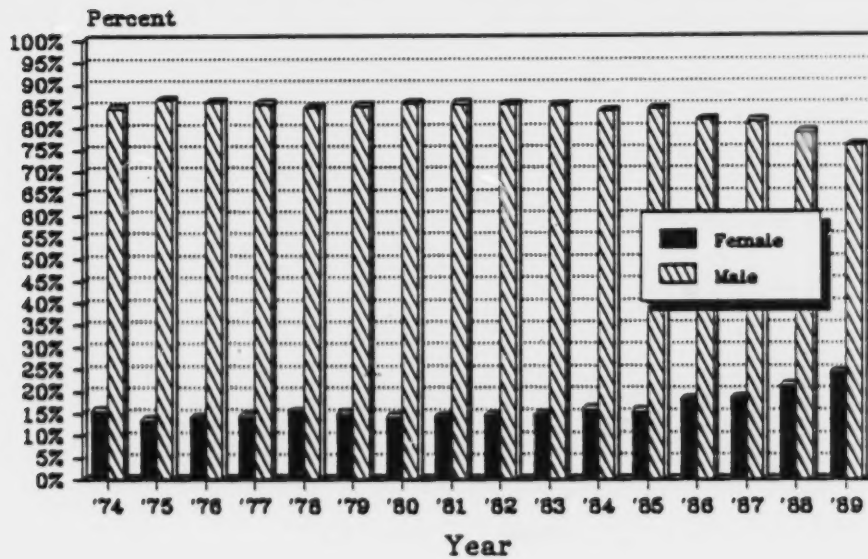


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

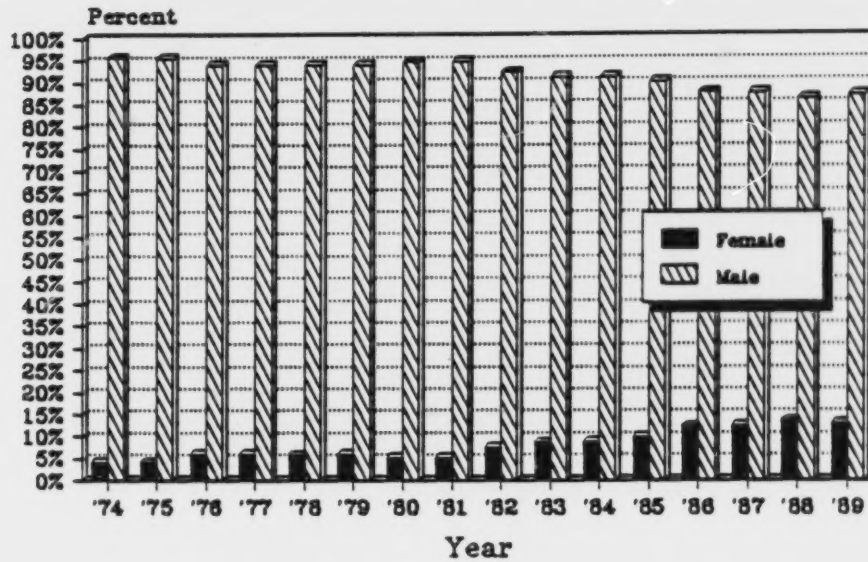


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

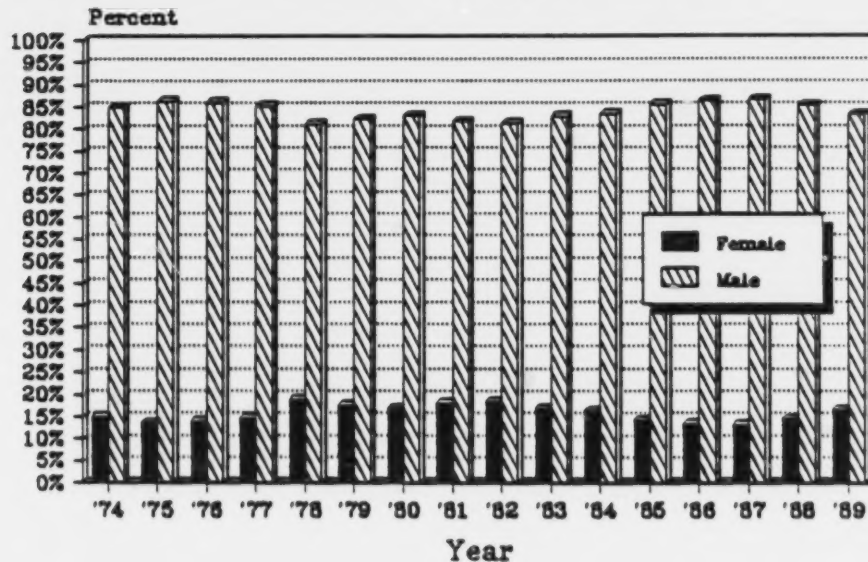


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

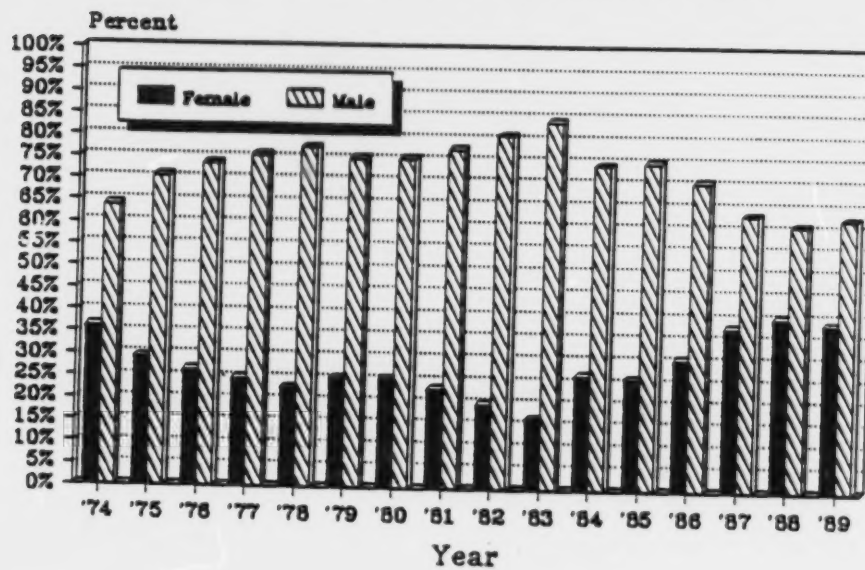


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

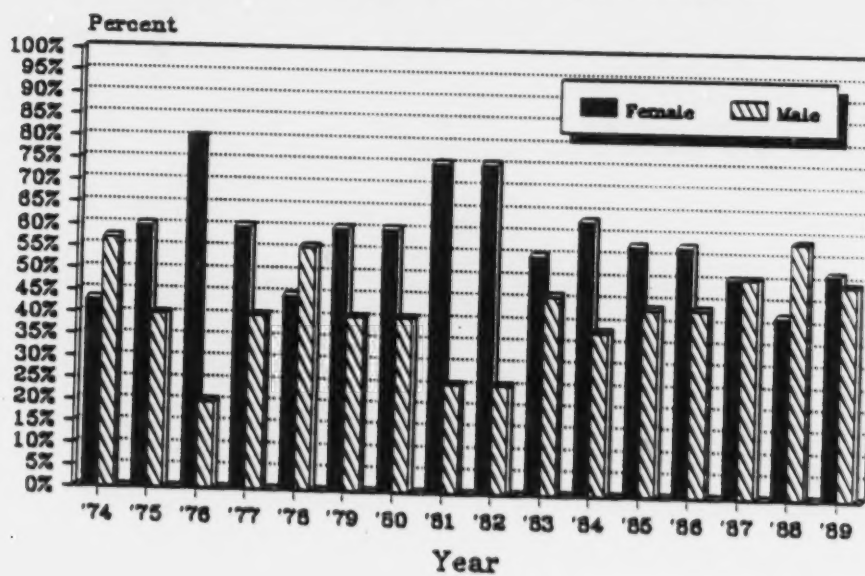
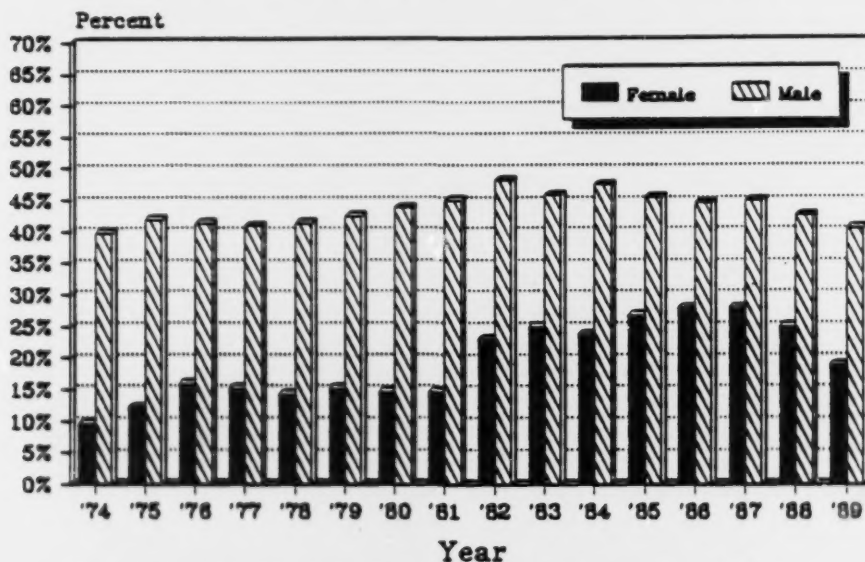


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

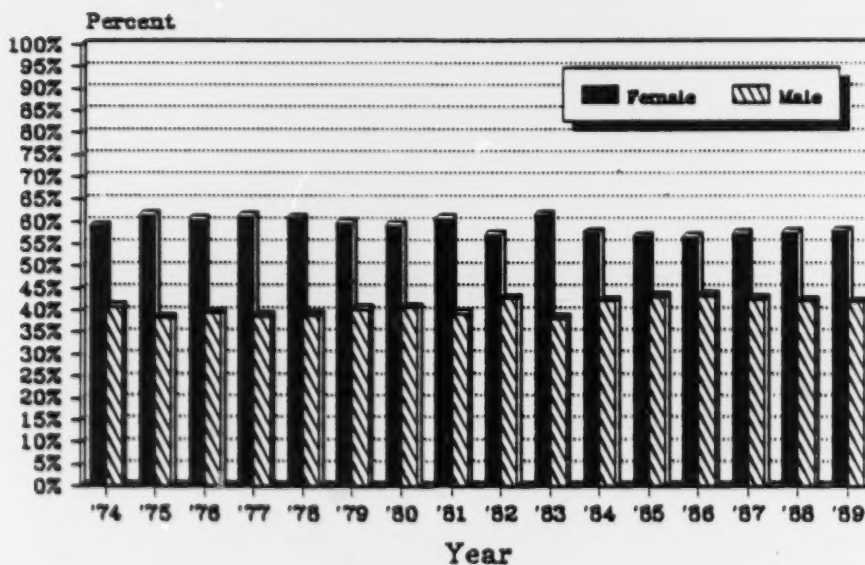


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA

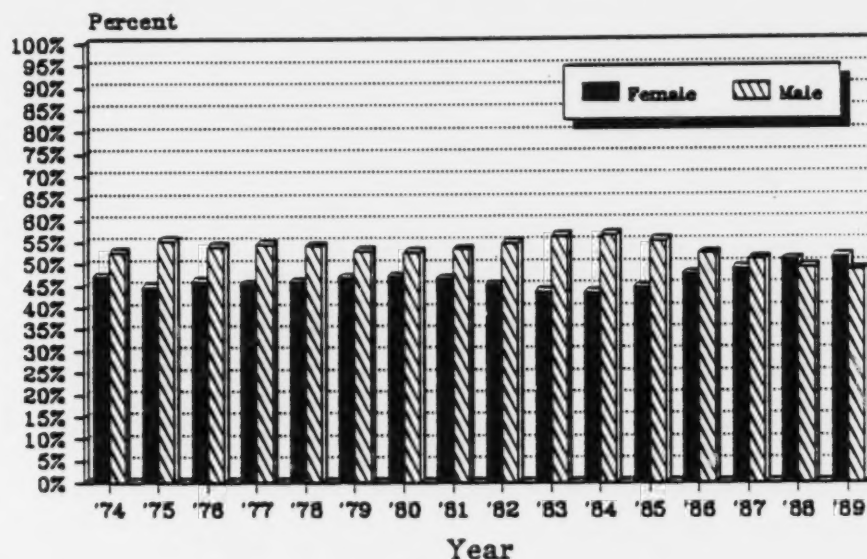
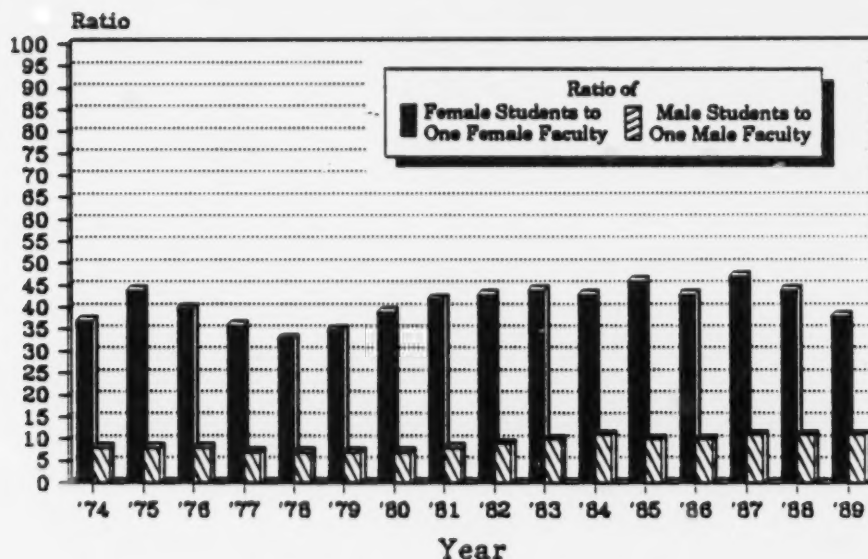


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CALIFORNIA UNIVERSITY OF PENNSYLVANIA



CHEYNEY UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

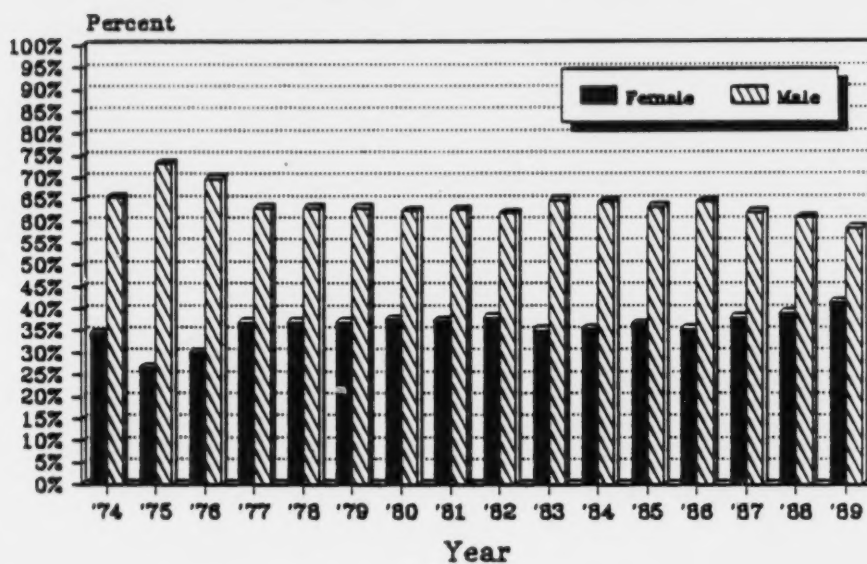


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

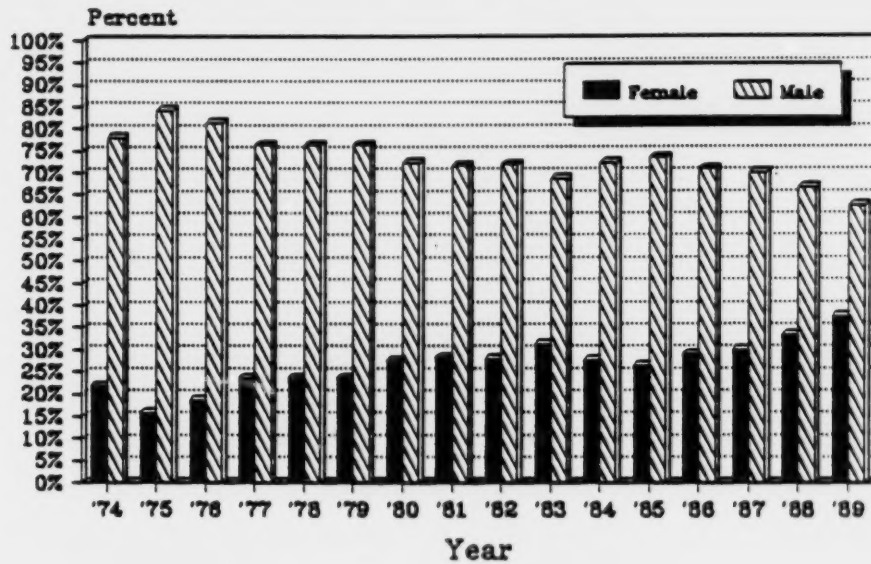


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

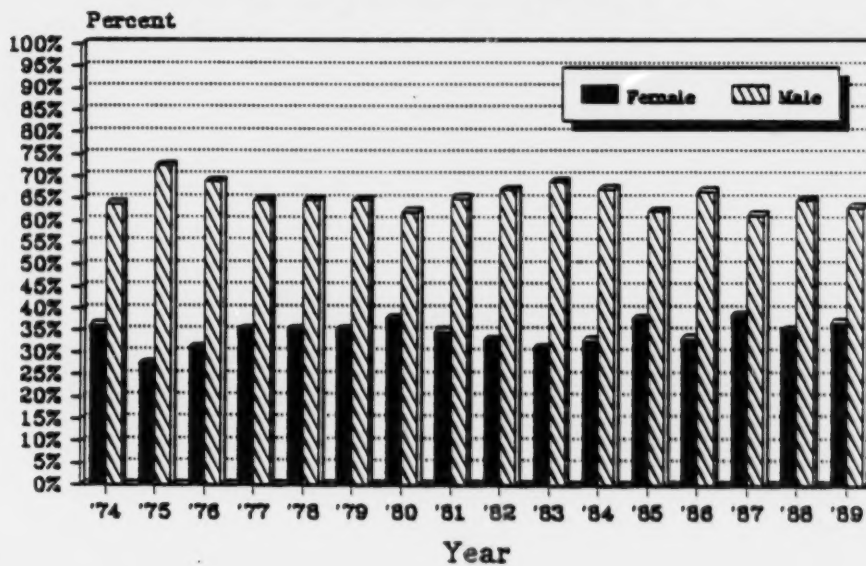


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

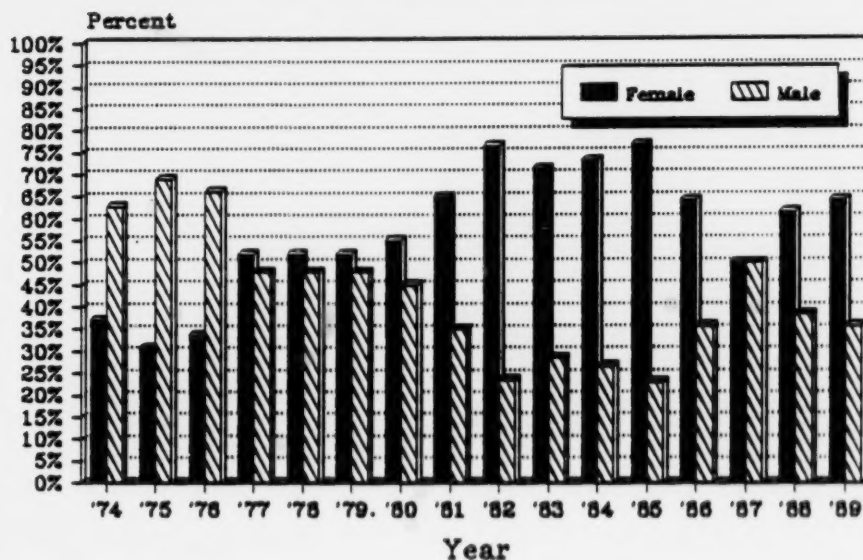


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

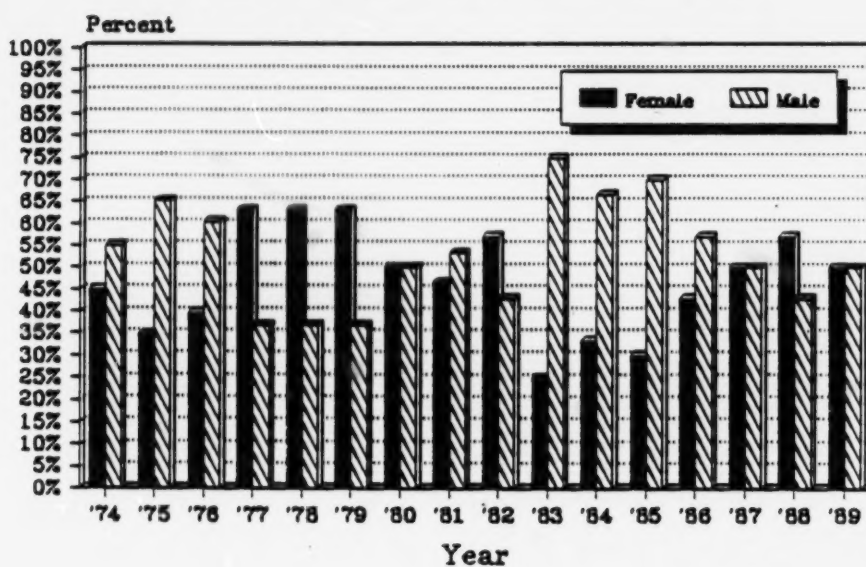
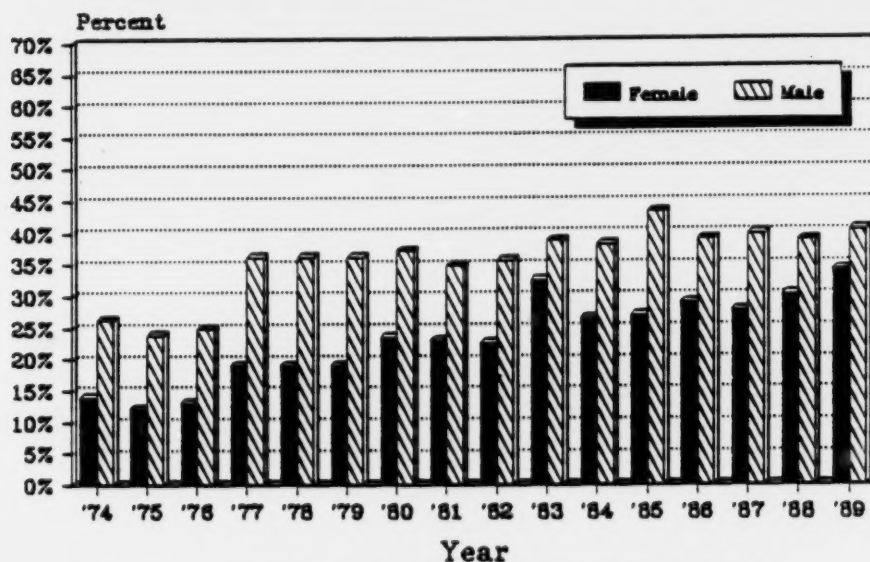


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

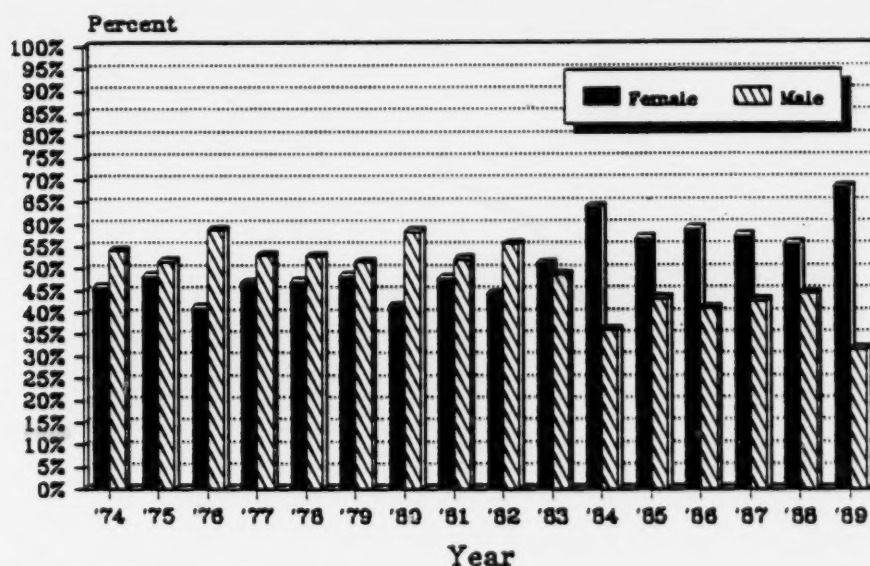


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA

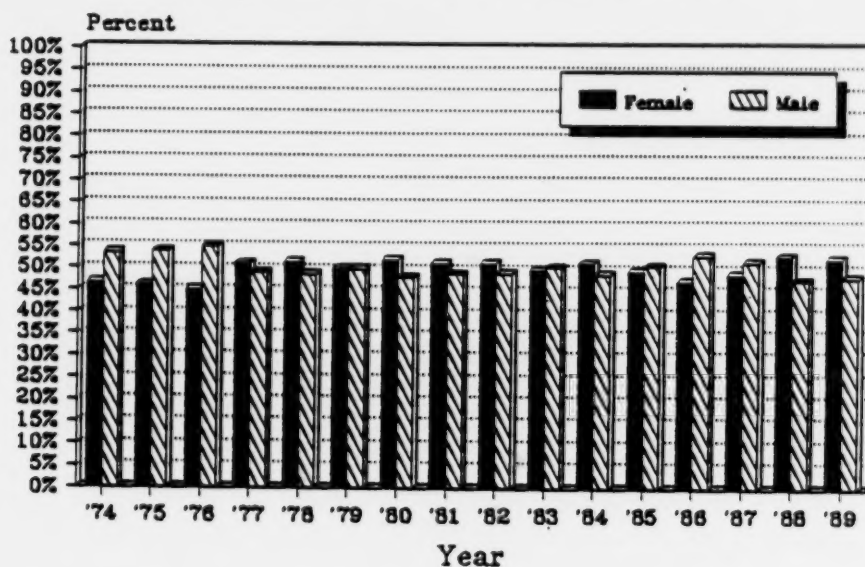
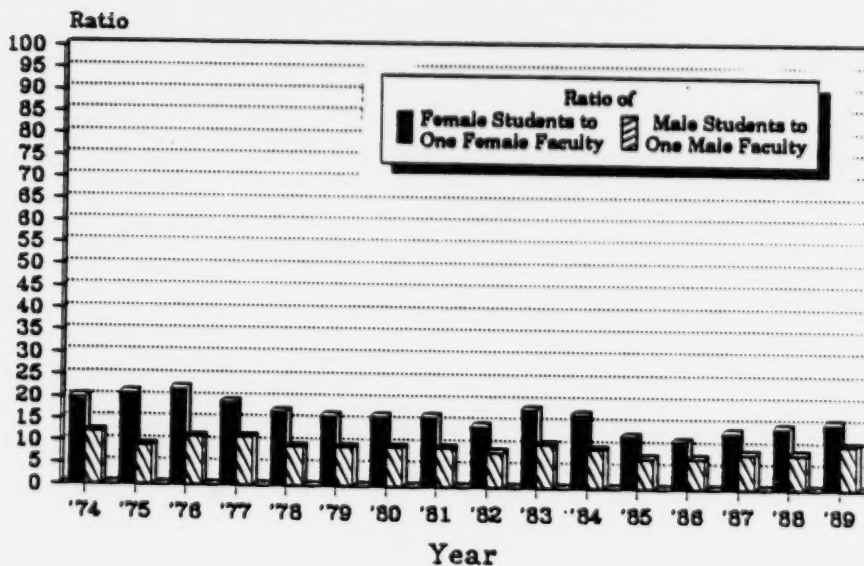


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CHEYNEY UNIVERSITY OF PENNSYLVANIA



CLARION UNIVERISTY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

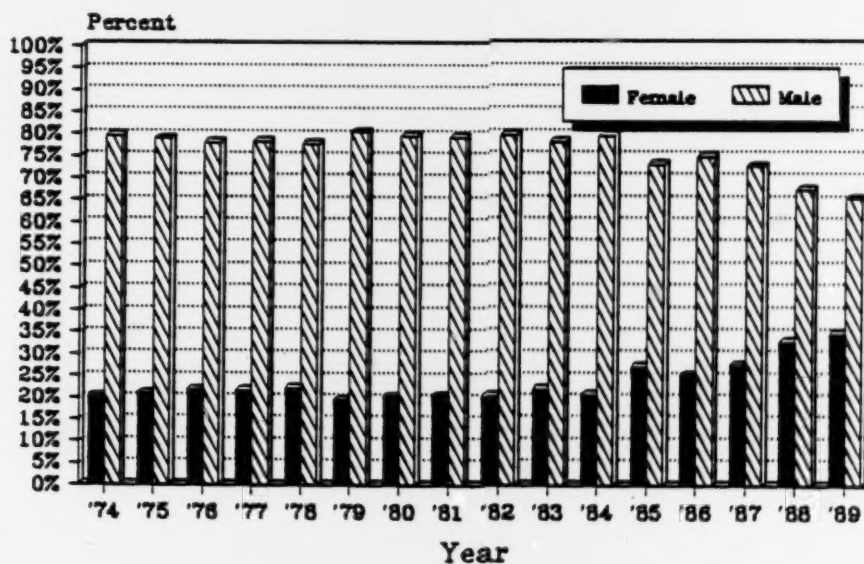


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

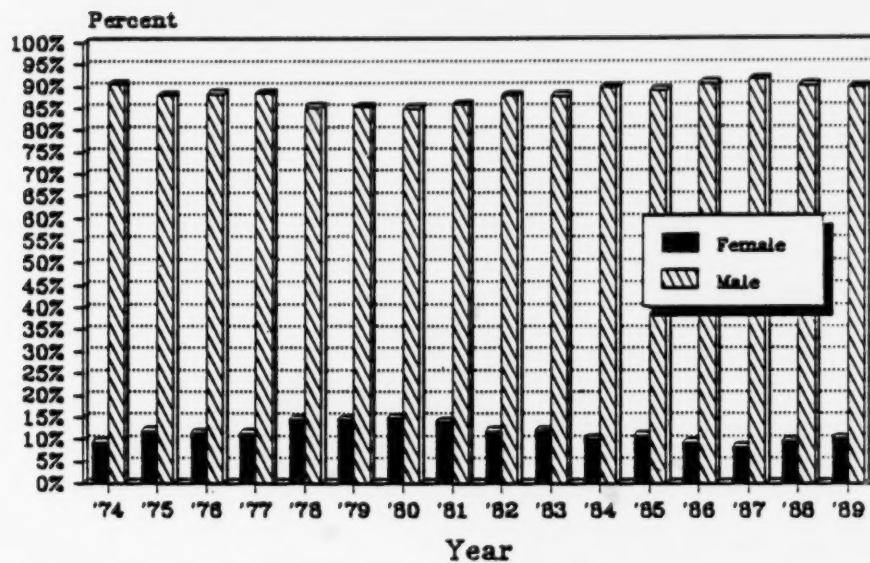


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

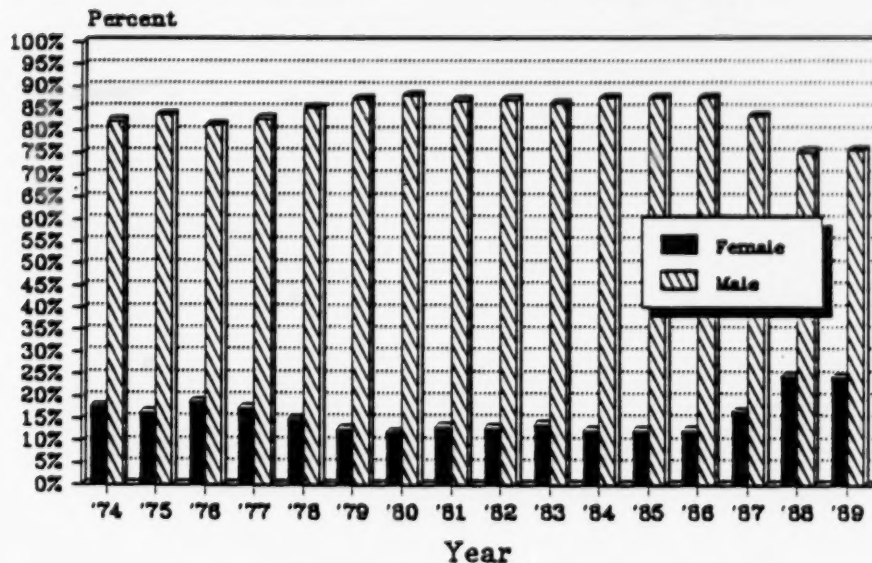


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

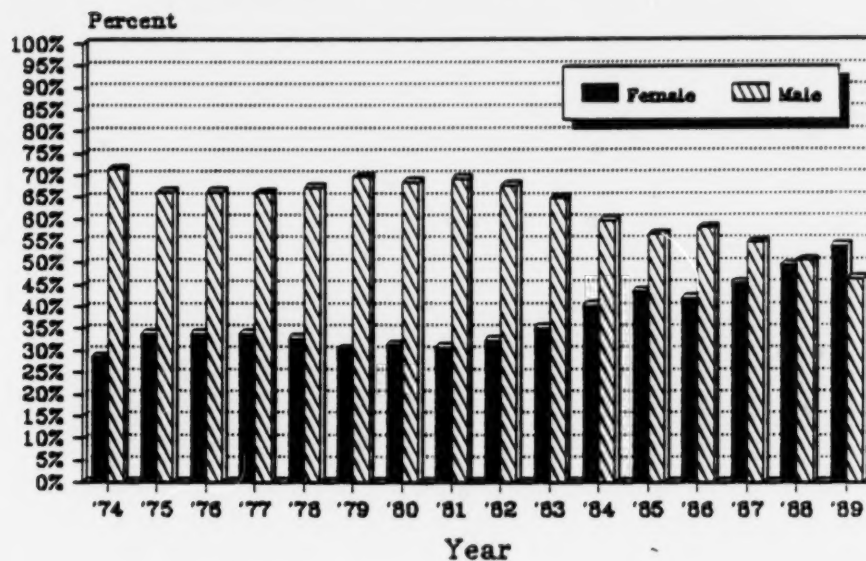


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

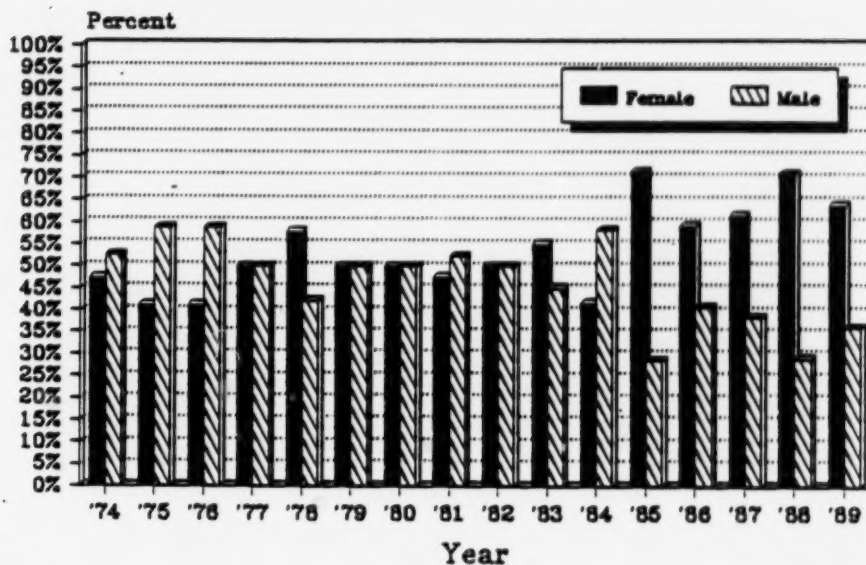
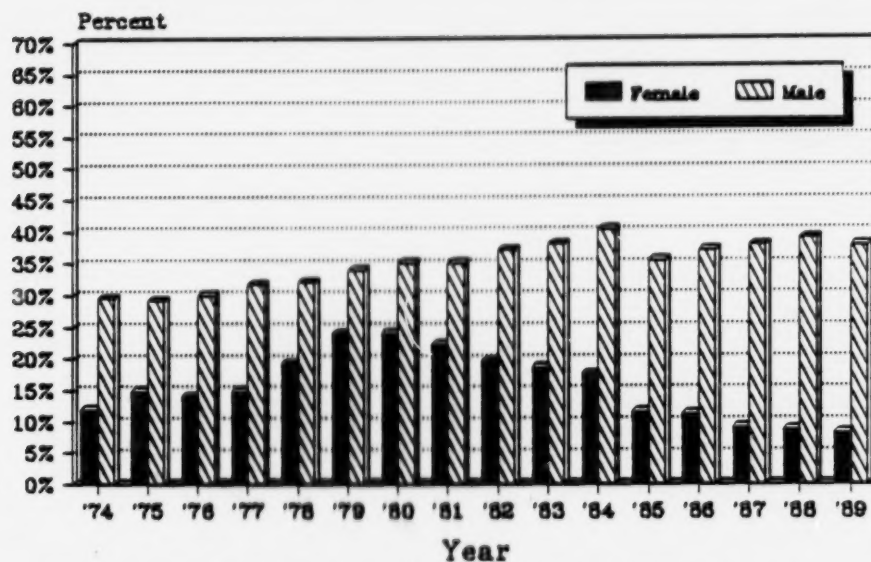


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

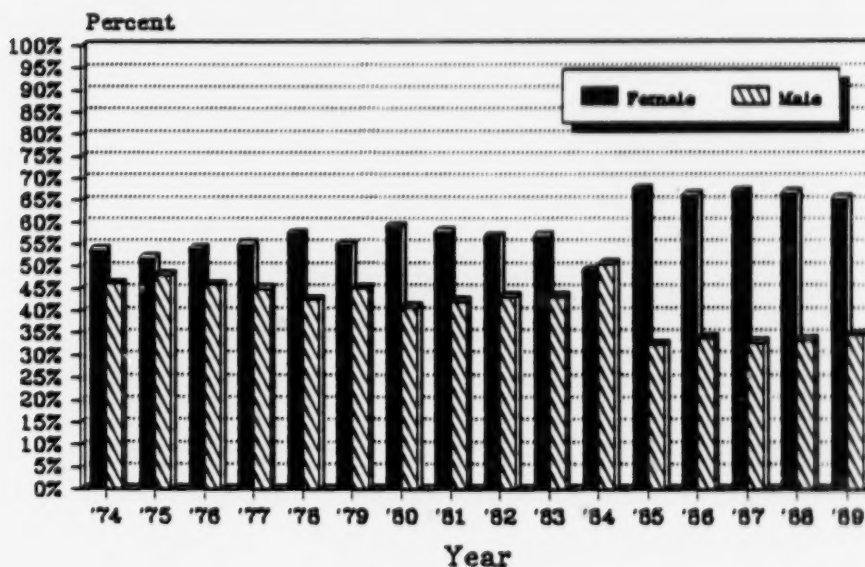


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA

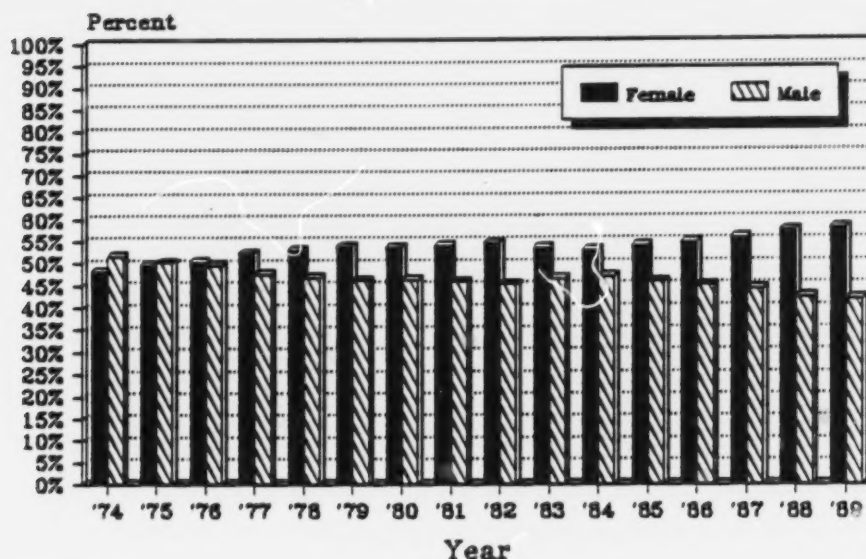
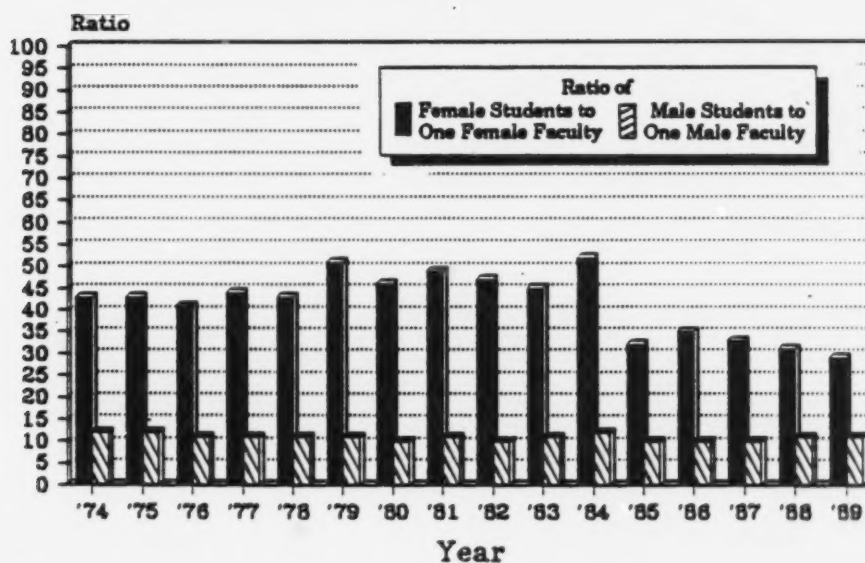


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
CLARION UNIVERSITY OF PENNSYLVANIA



EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

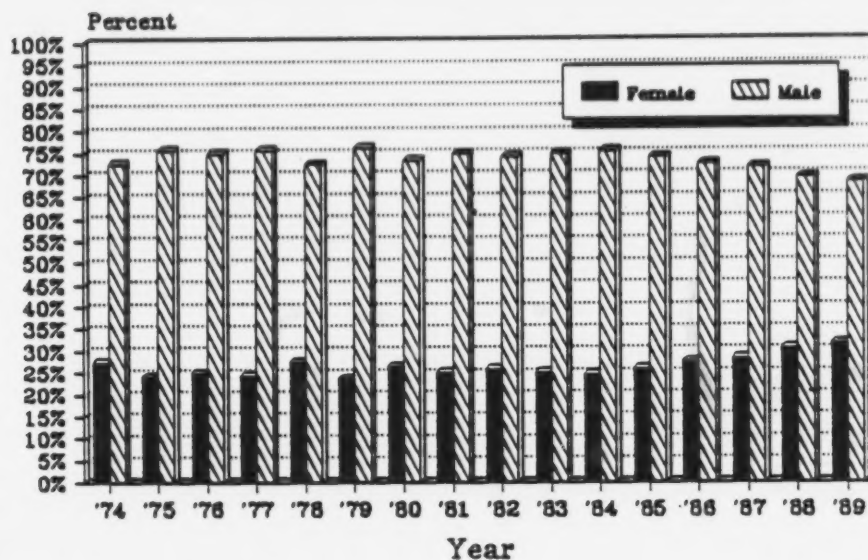


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

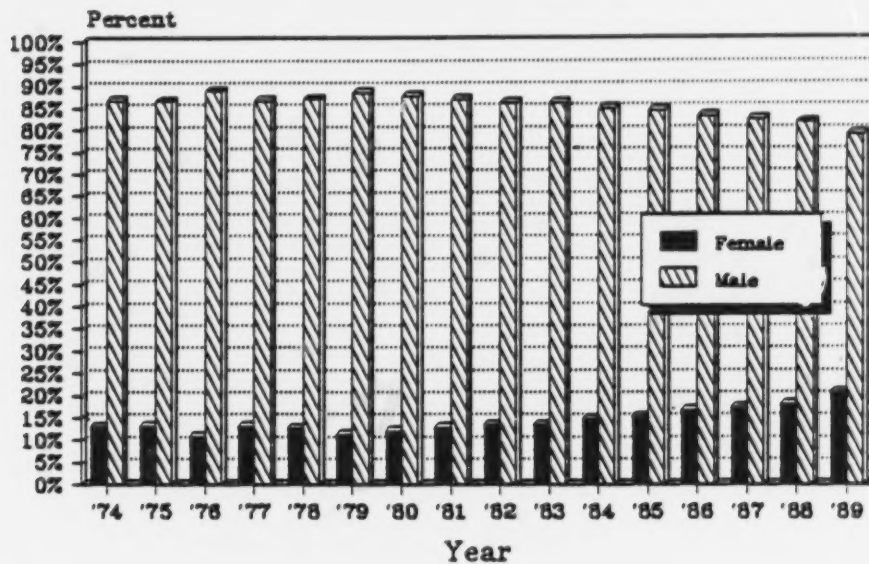


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

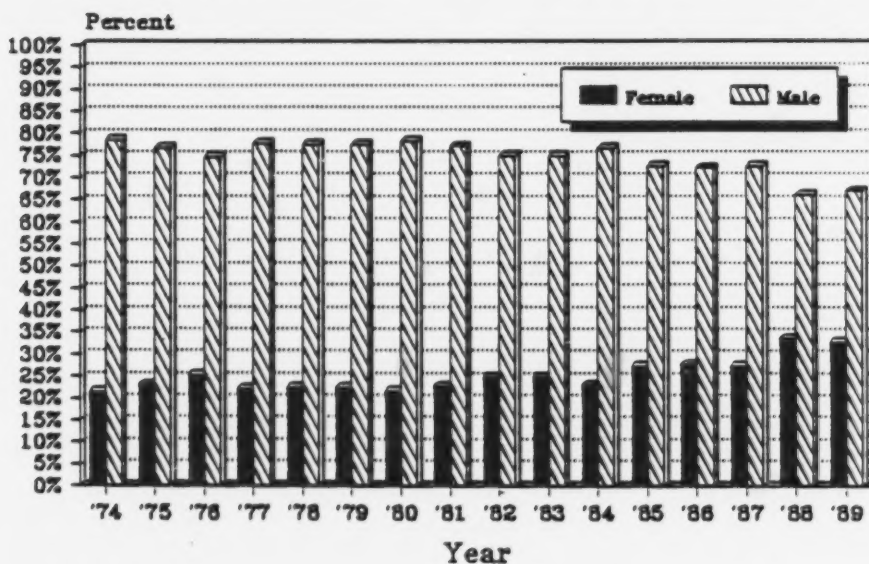


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

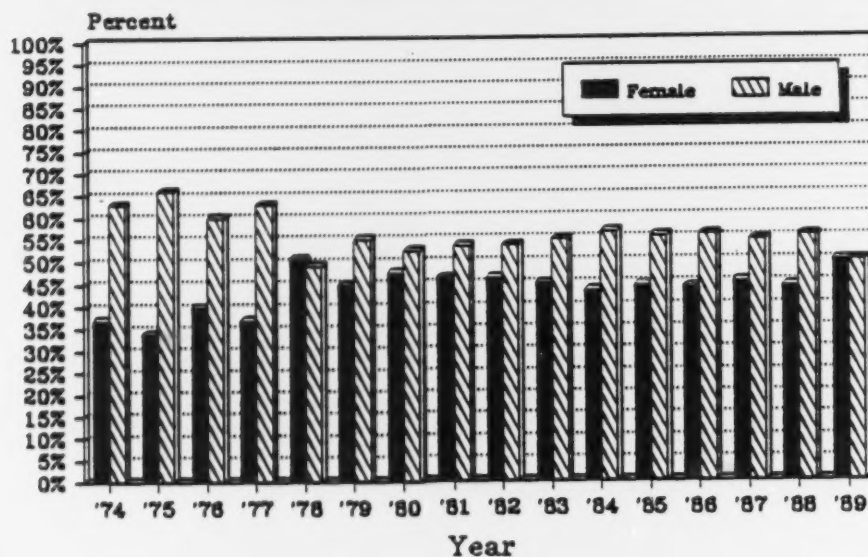


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

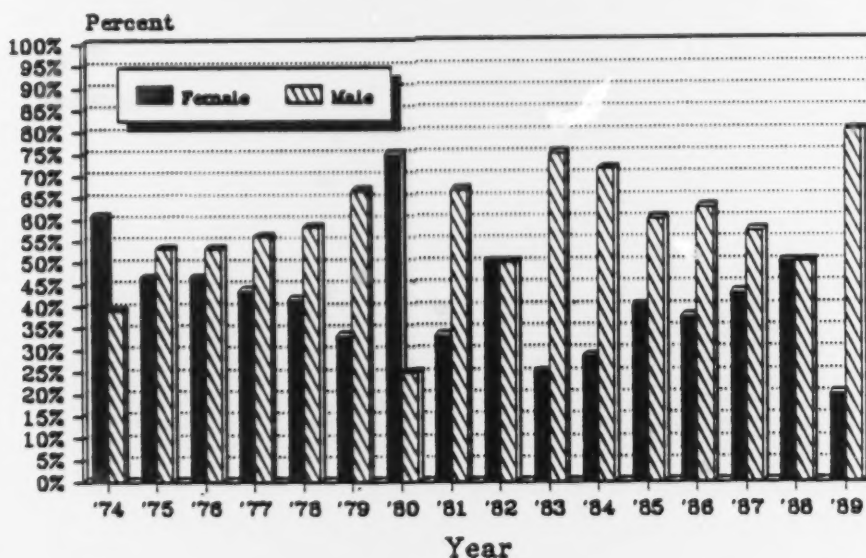
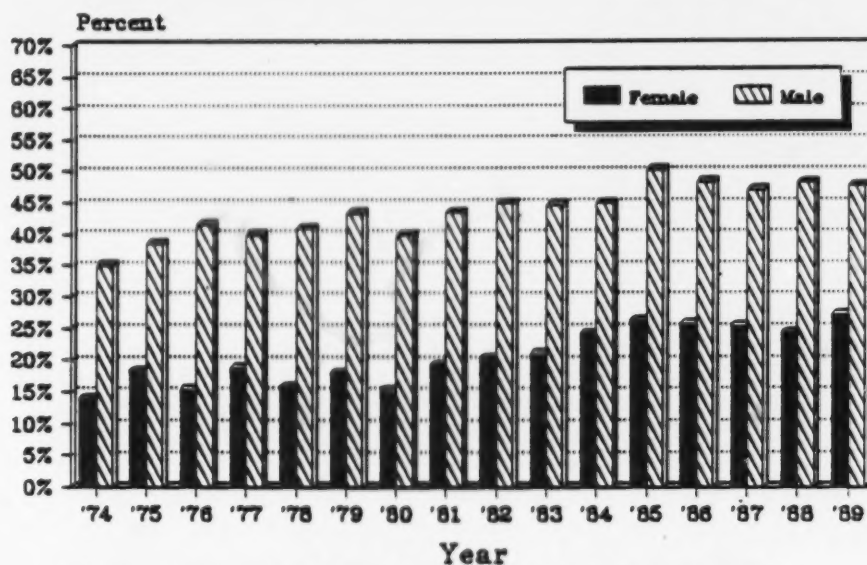


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

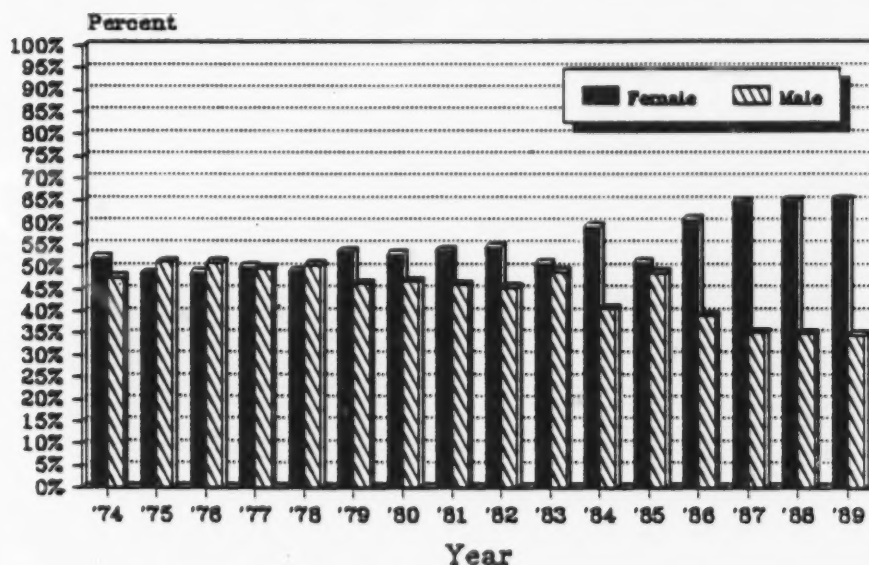


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

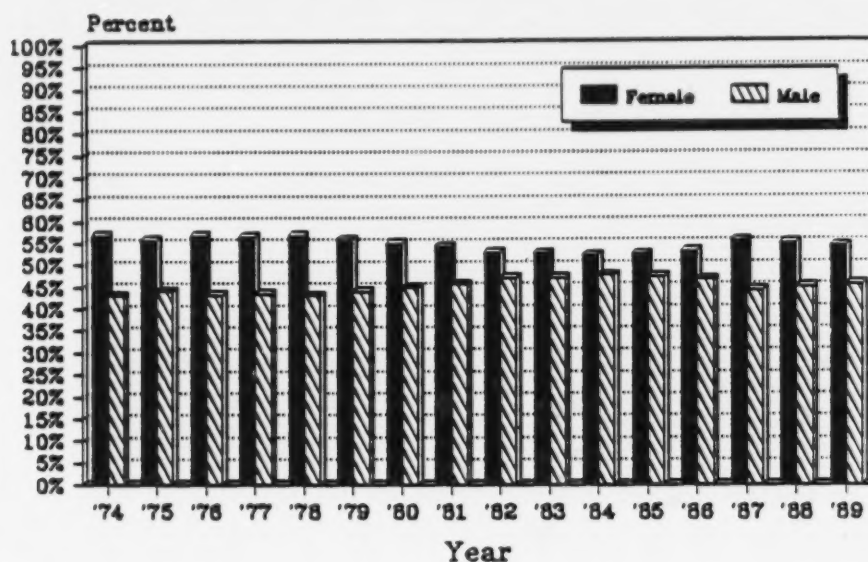
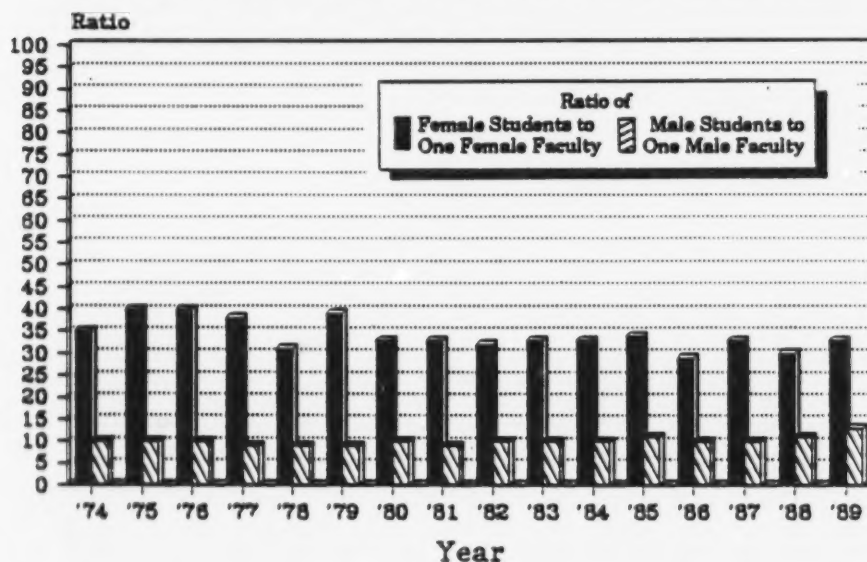


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA



EDINBORO UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

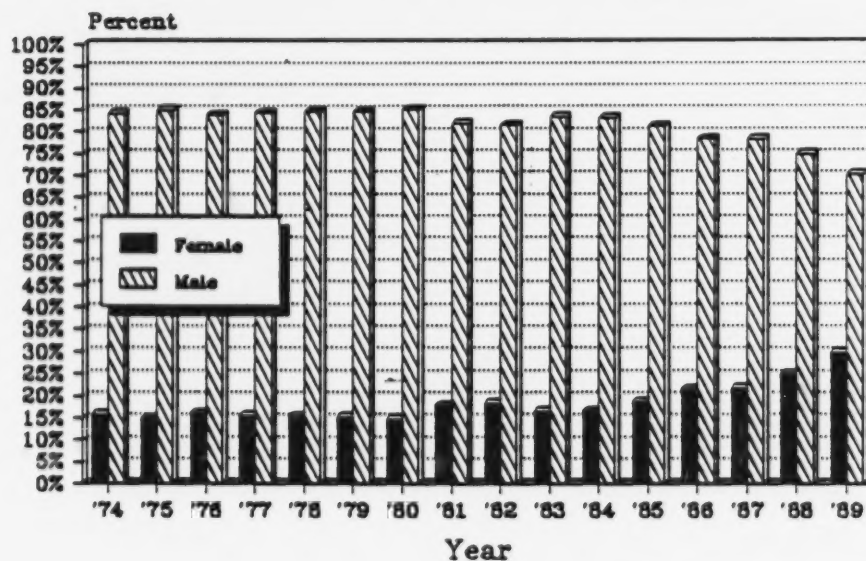


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

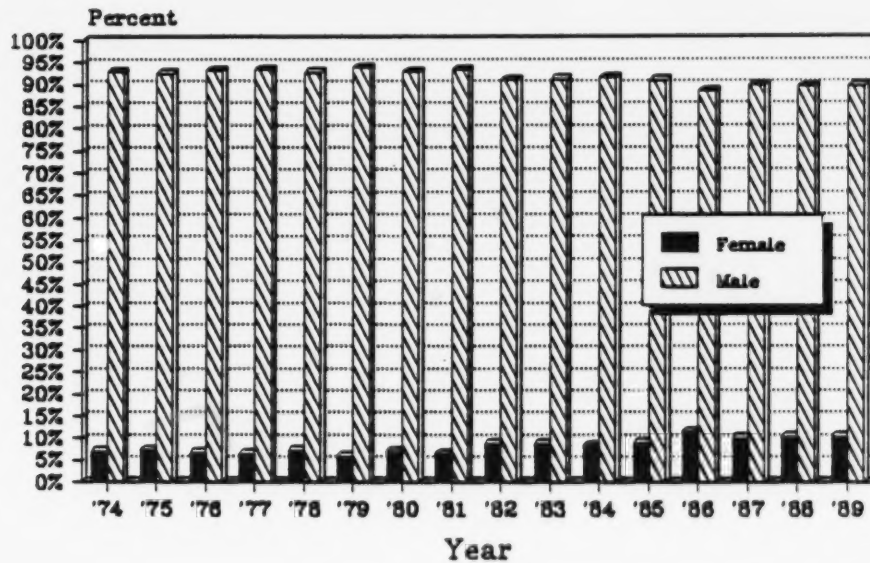


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

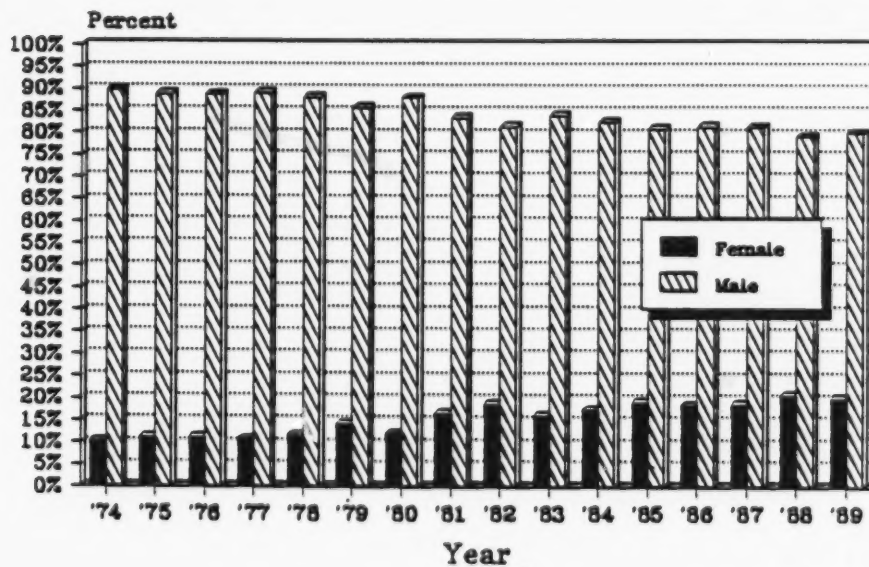


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

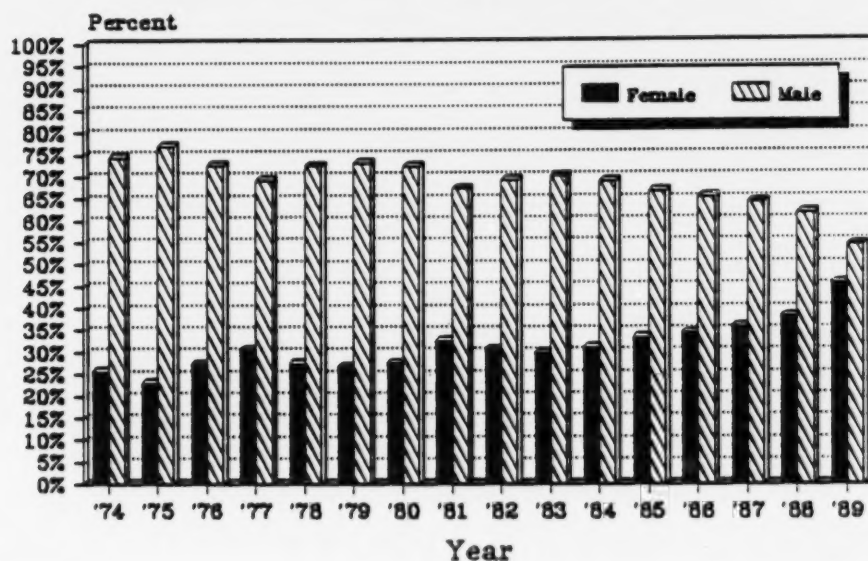


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

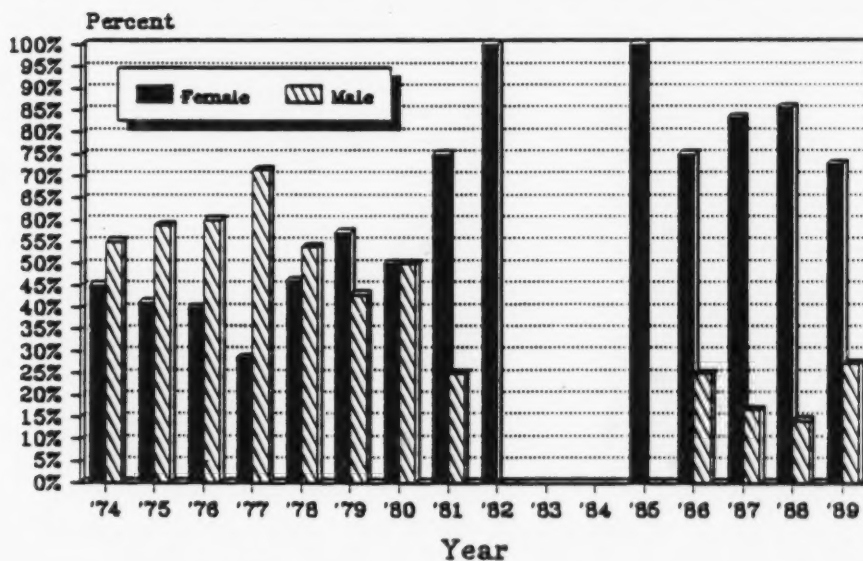
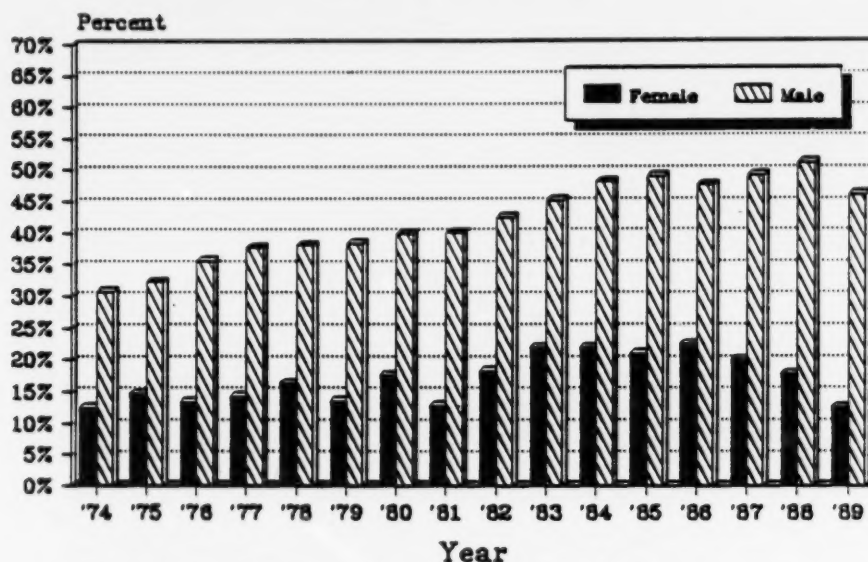


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

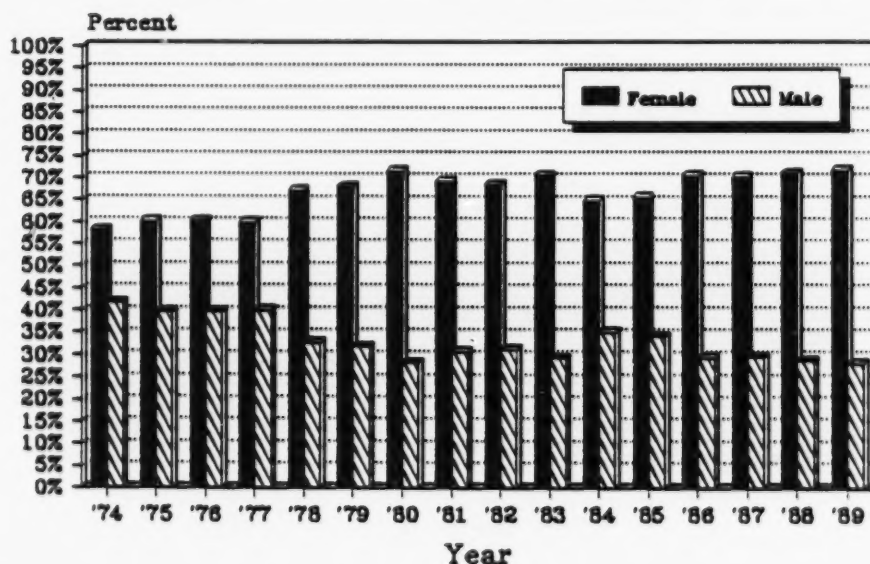


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA

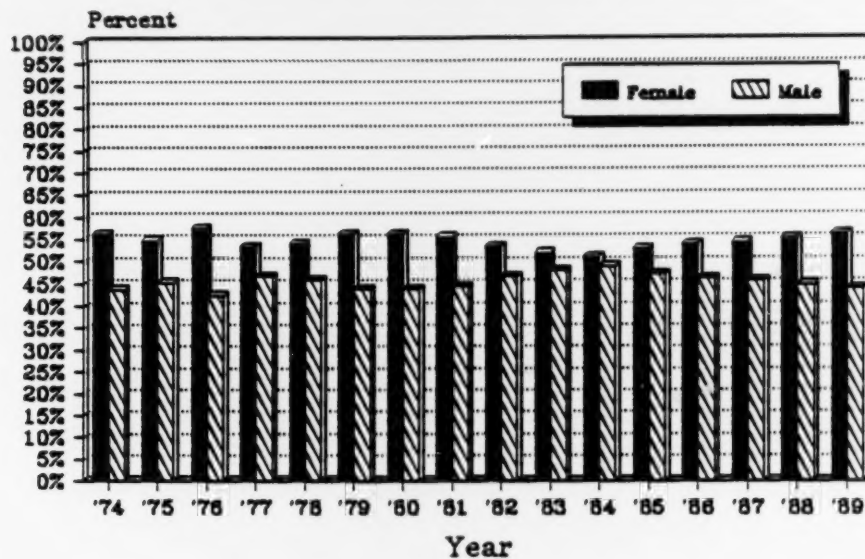
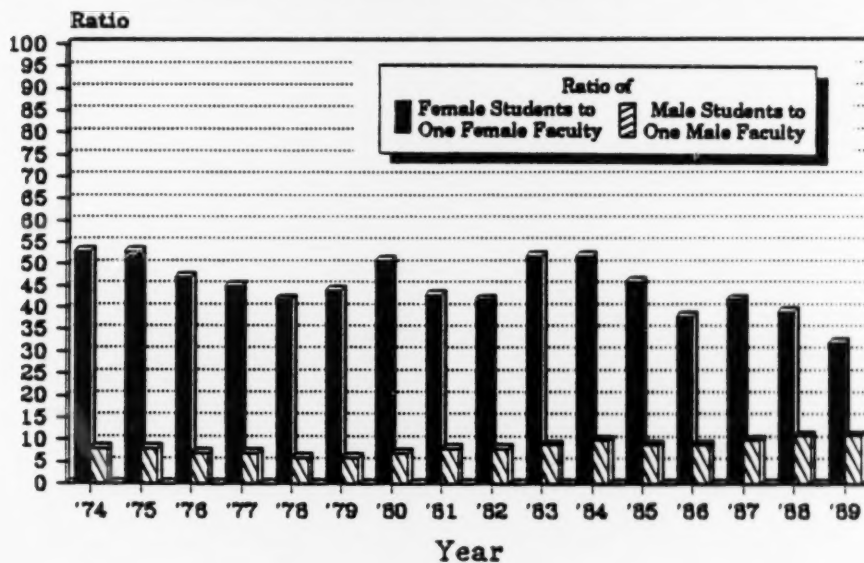
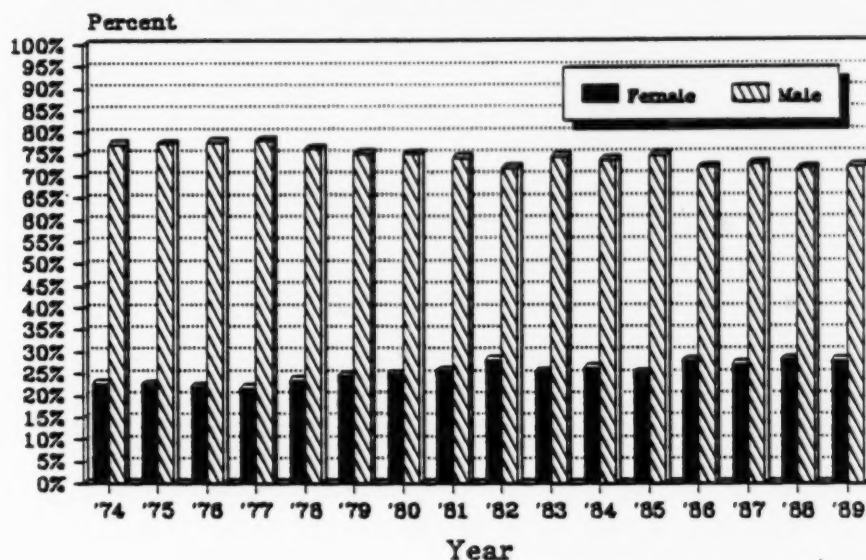


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
EDINBORO UNIVERSITY OF PENNSYLVANIA



INDIANA UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA



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FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

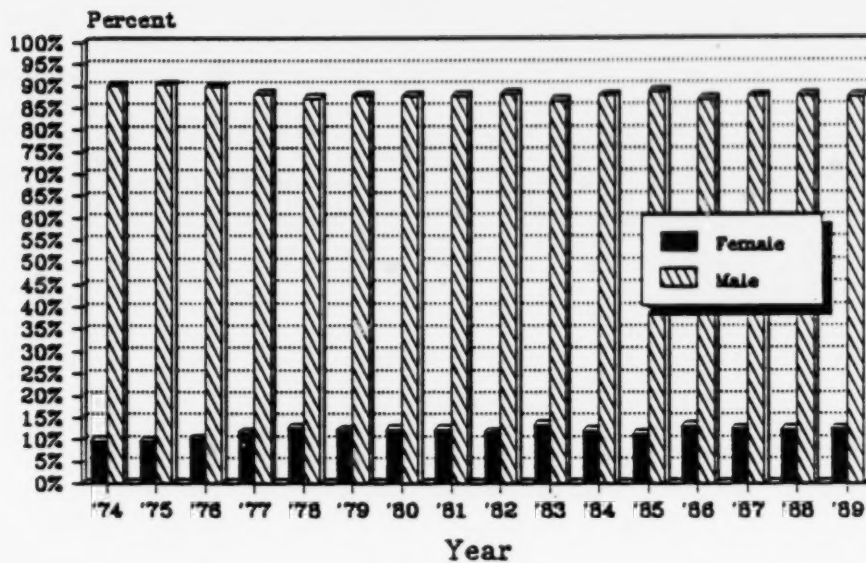


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

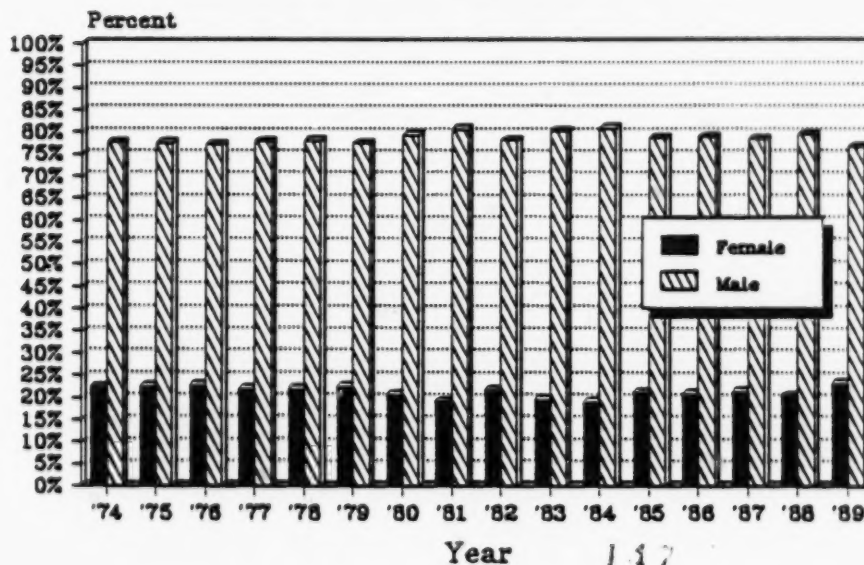


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

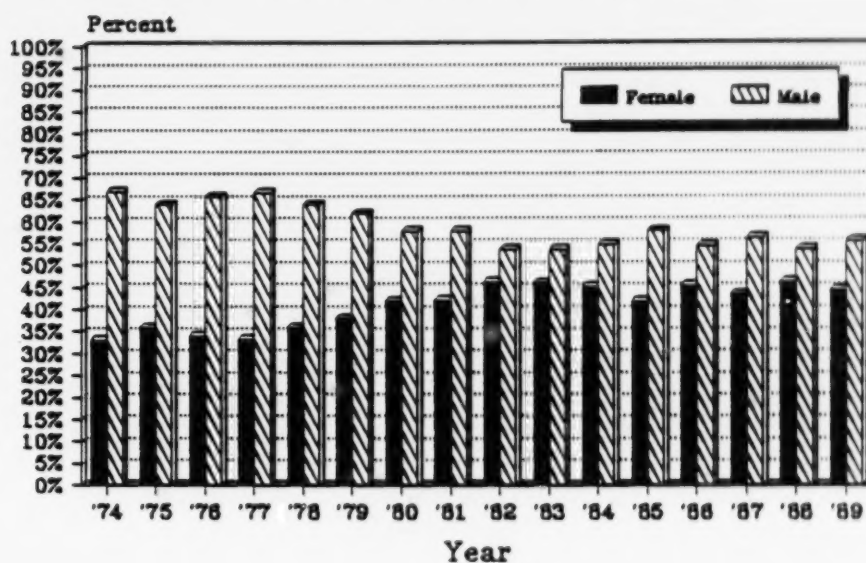


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

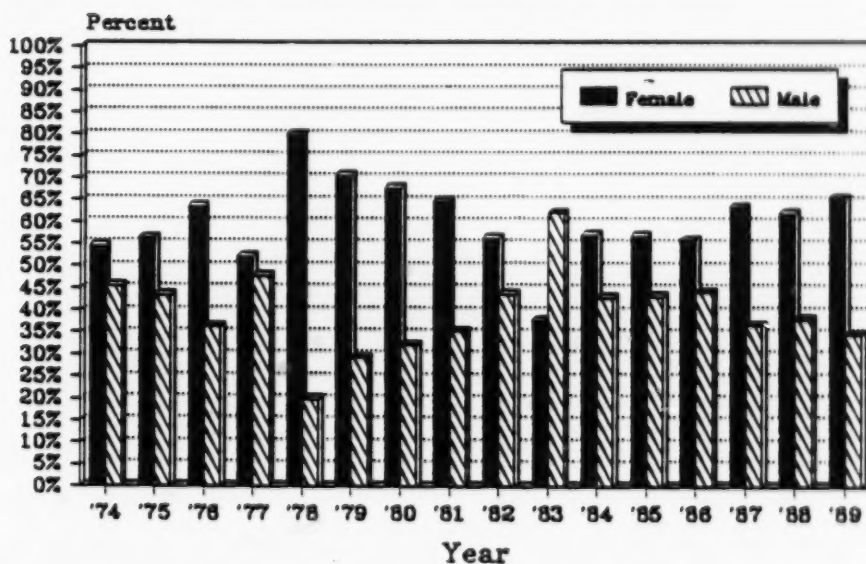
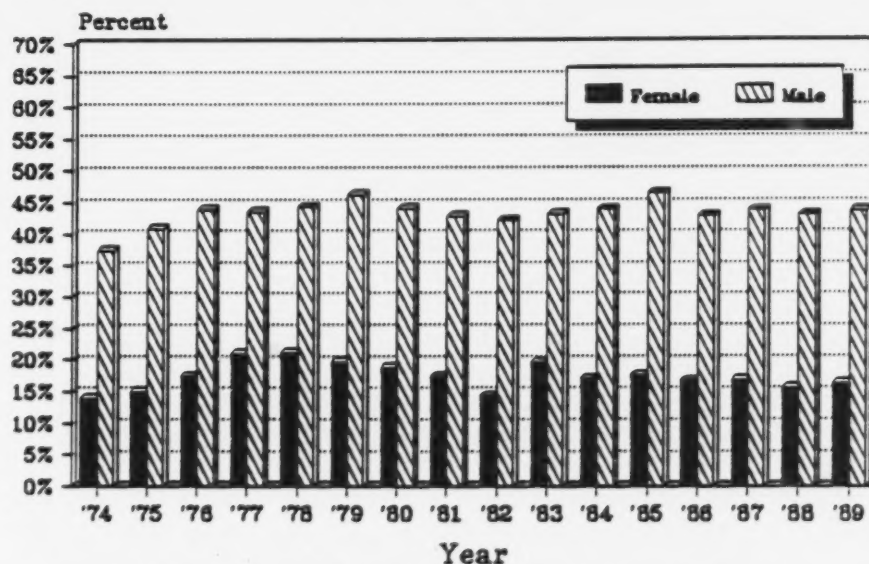


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

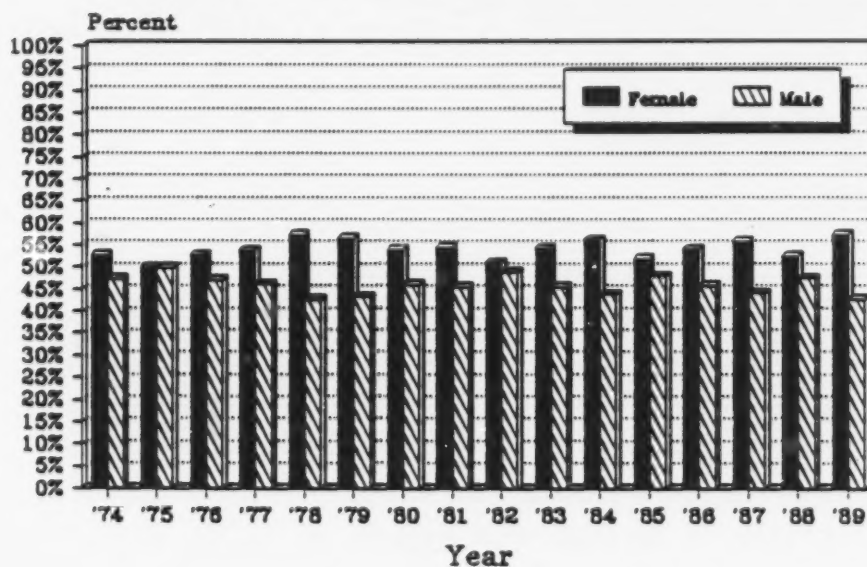


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA

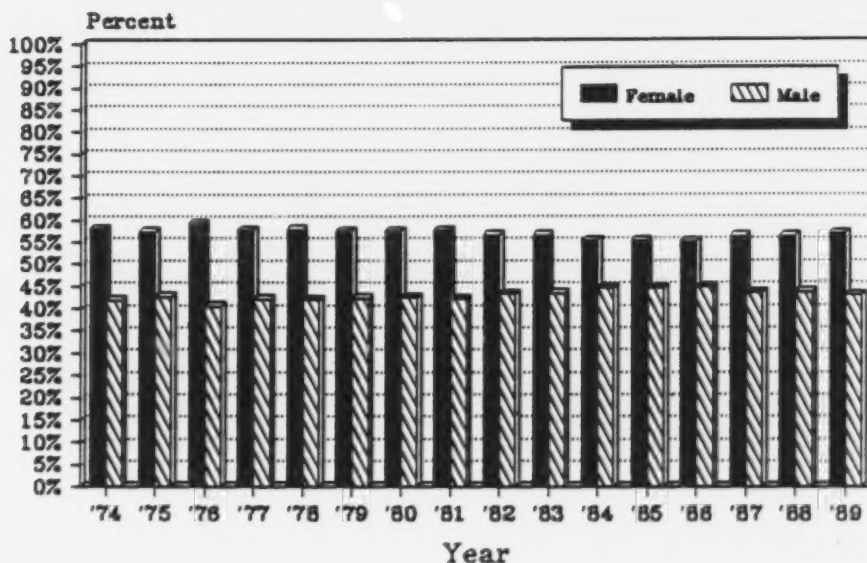
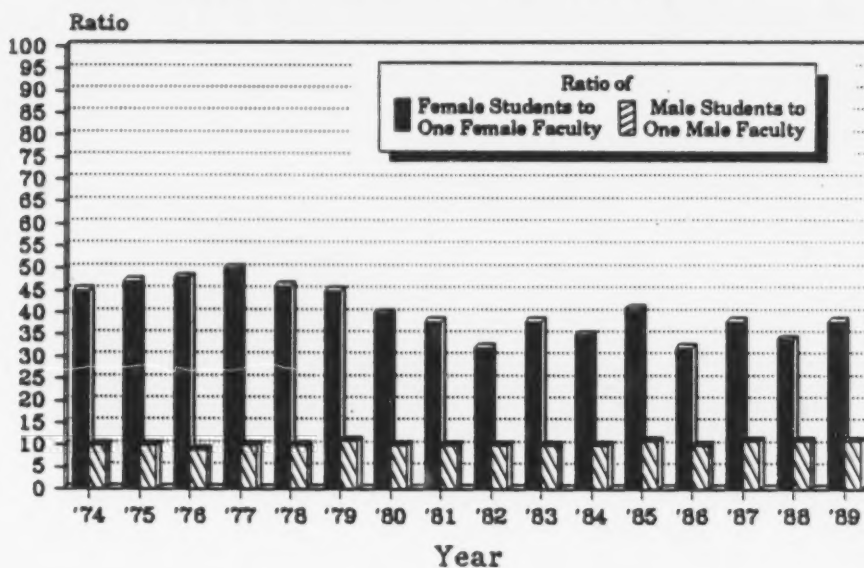


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
INDIANA UNIVERSITY OF PENNSYLVANIA



KUTZTOWN UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

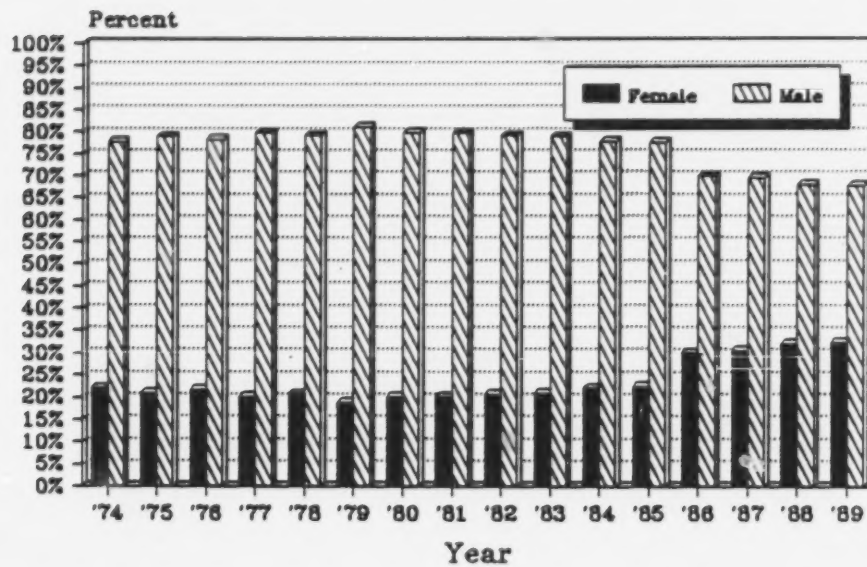


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

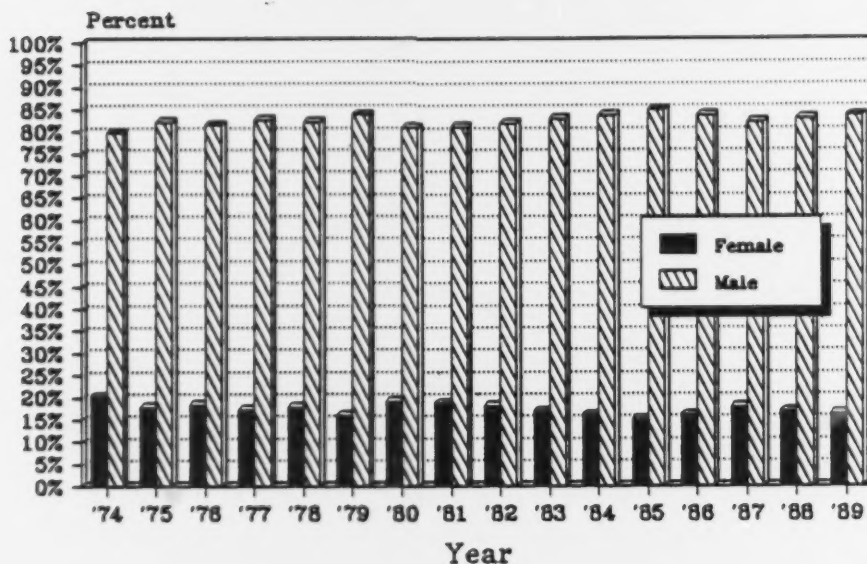


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

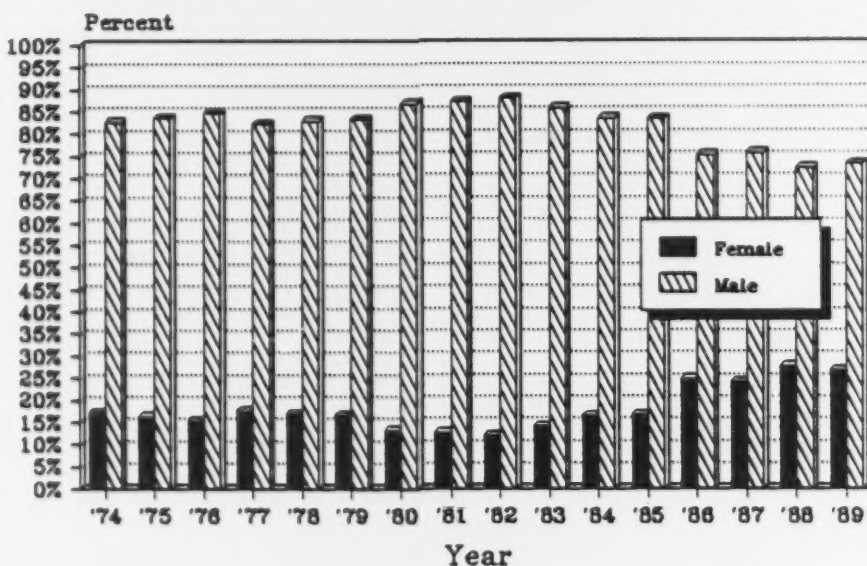


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

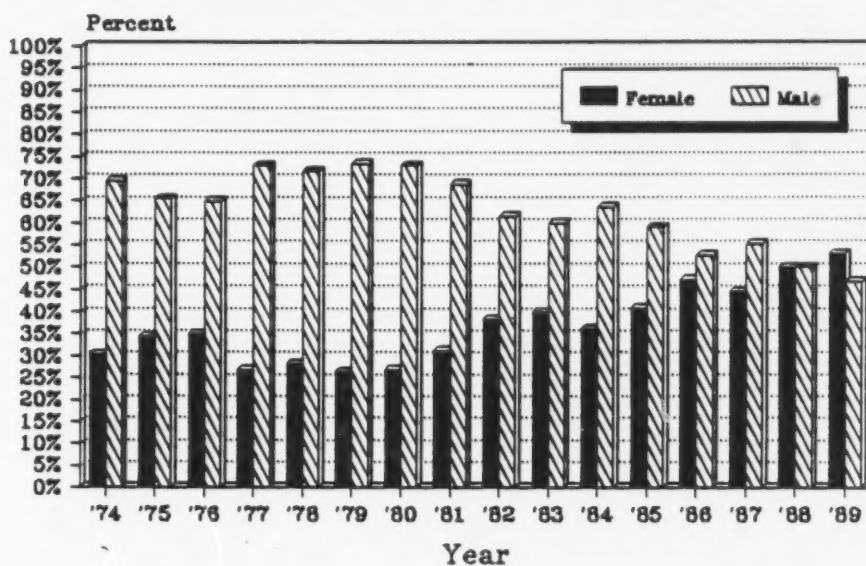


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

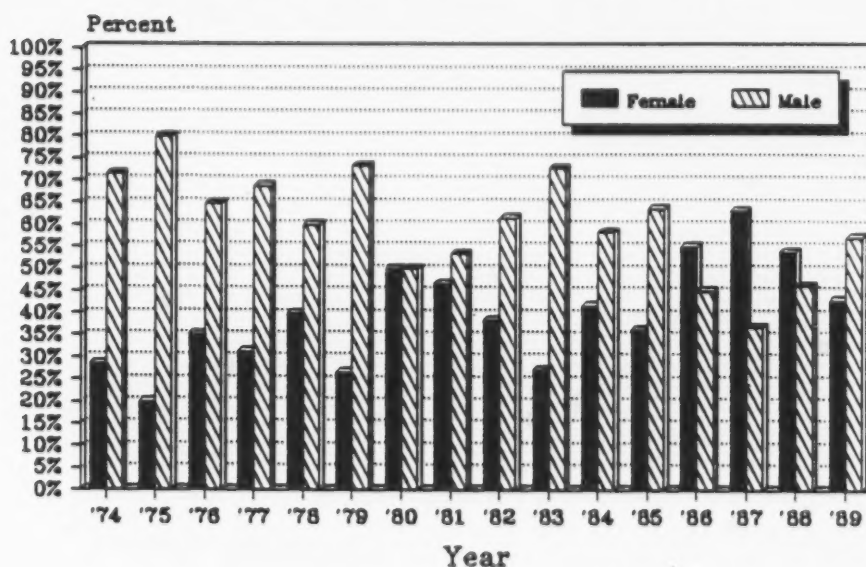
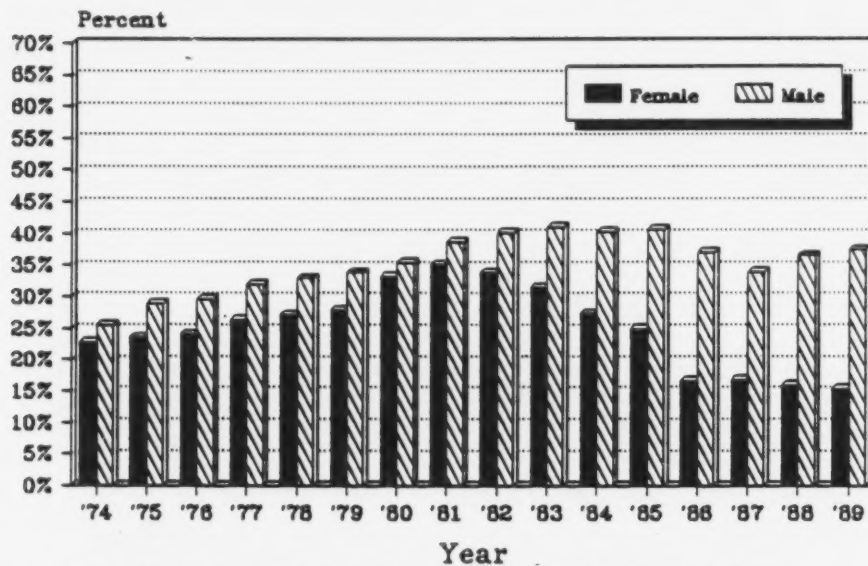


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

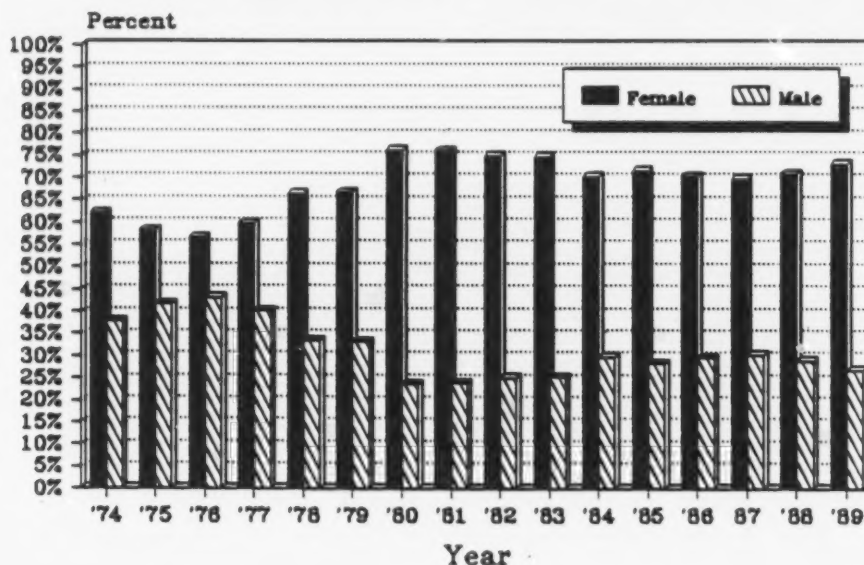


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA

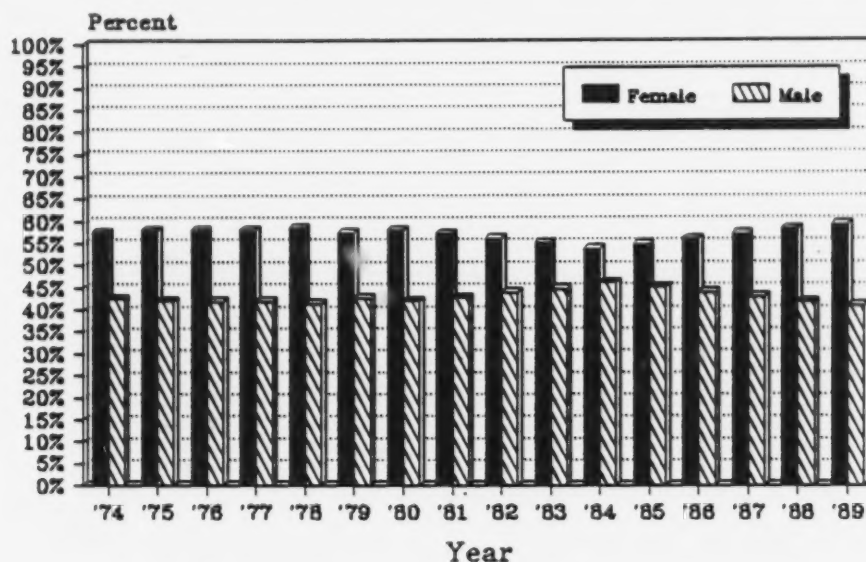
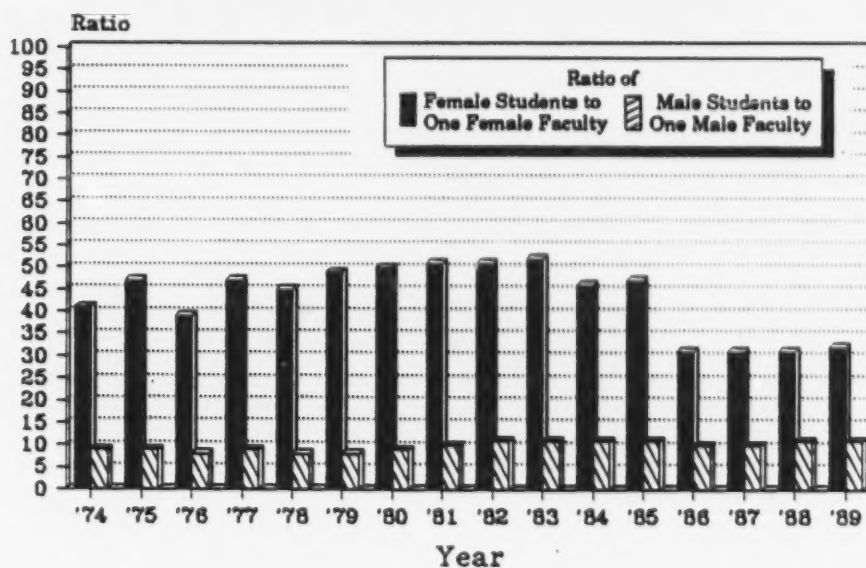


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
KUTZTOWN UNIVERSITY OF PENNSYLVANIA



LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

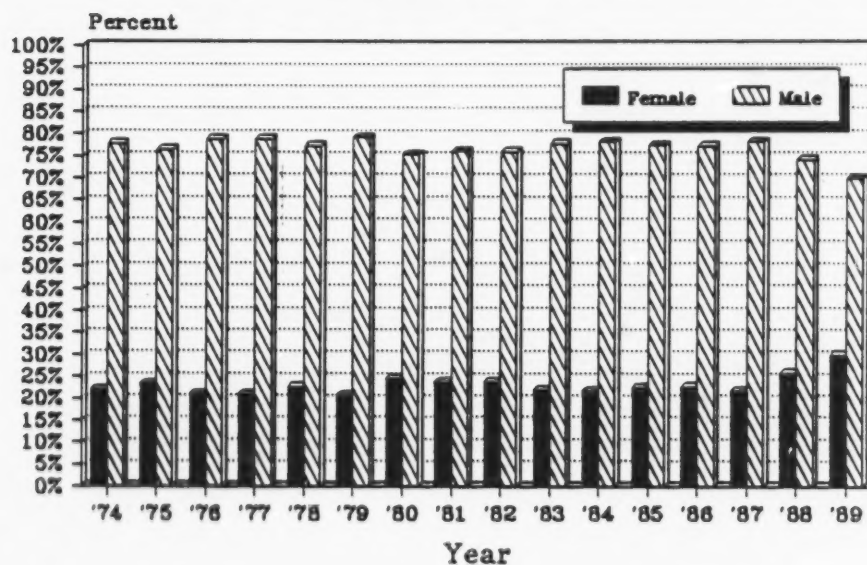


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

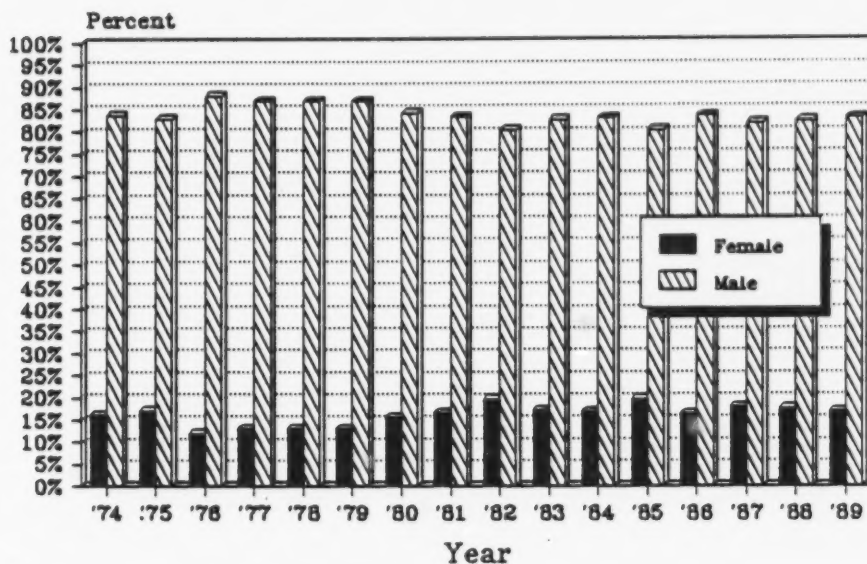


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

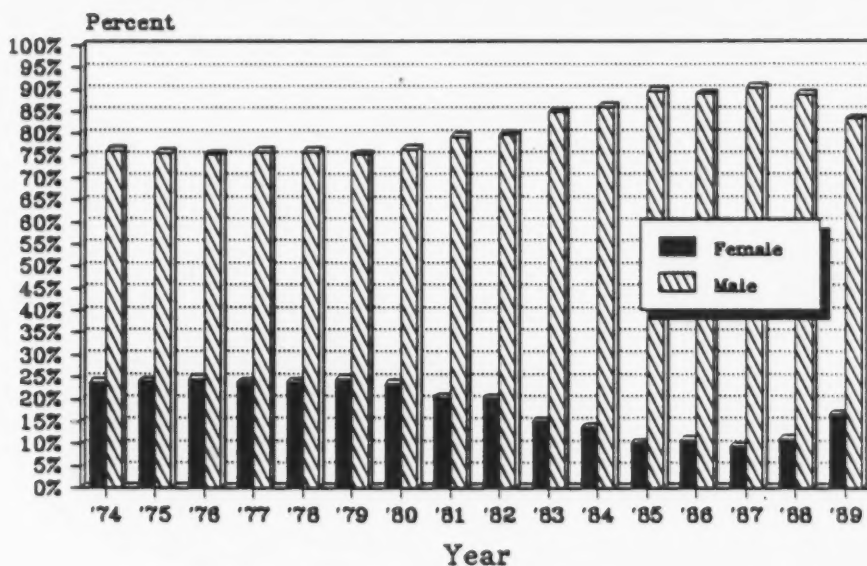


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

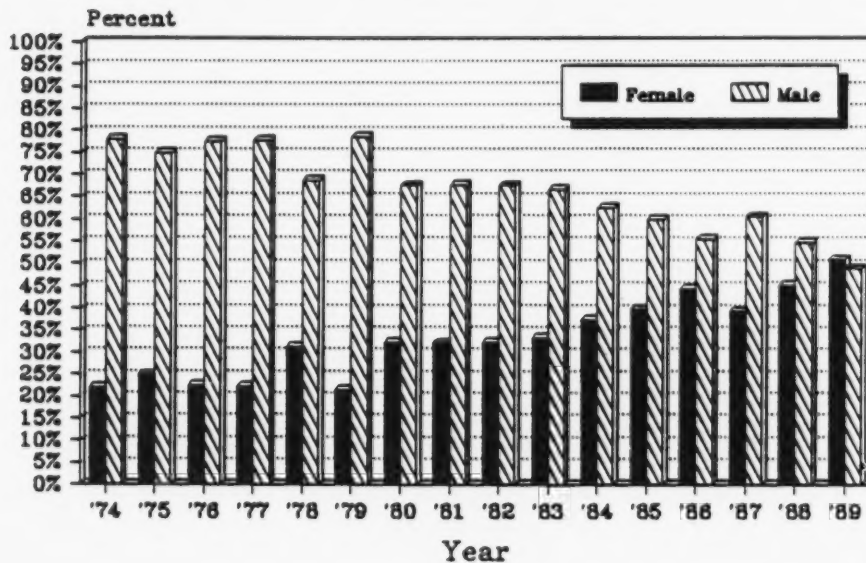


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

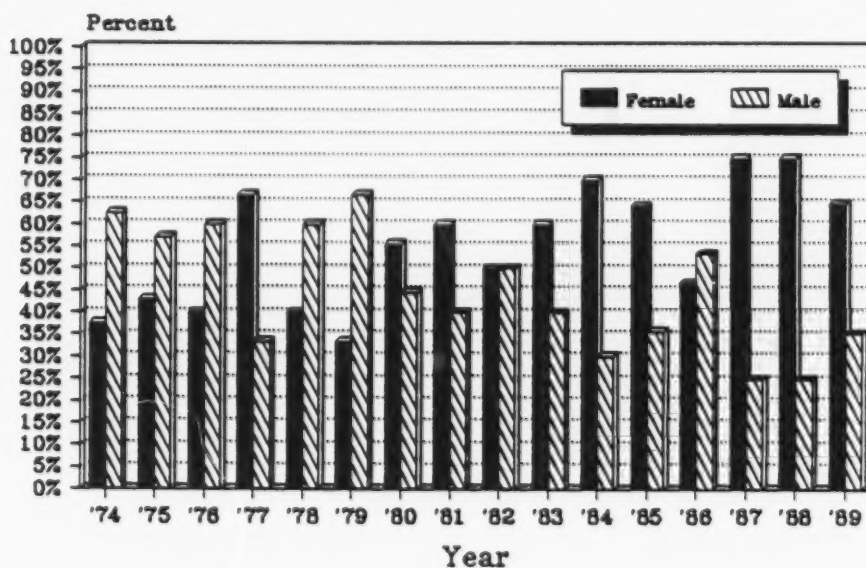
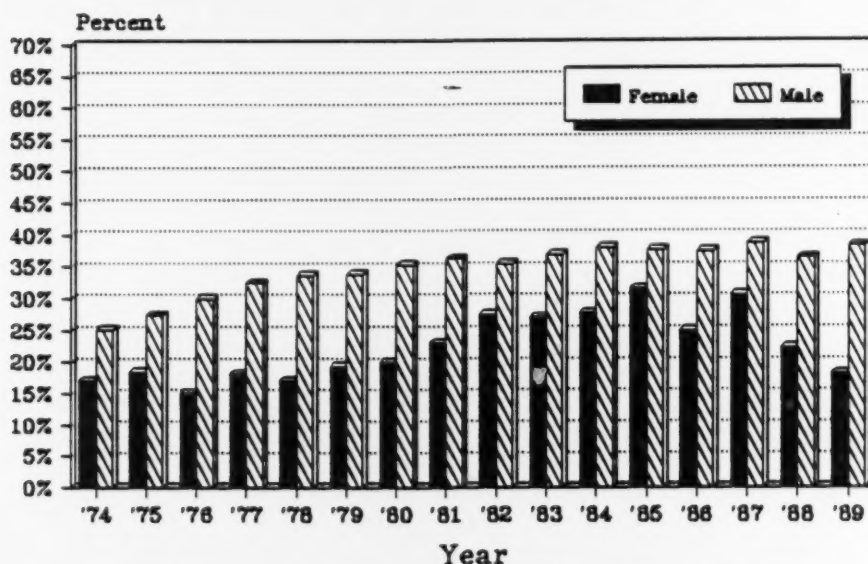
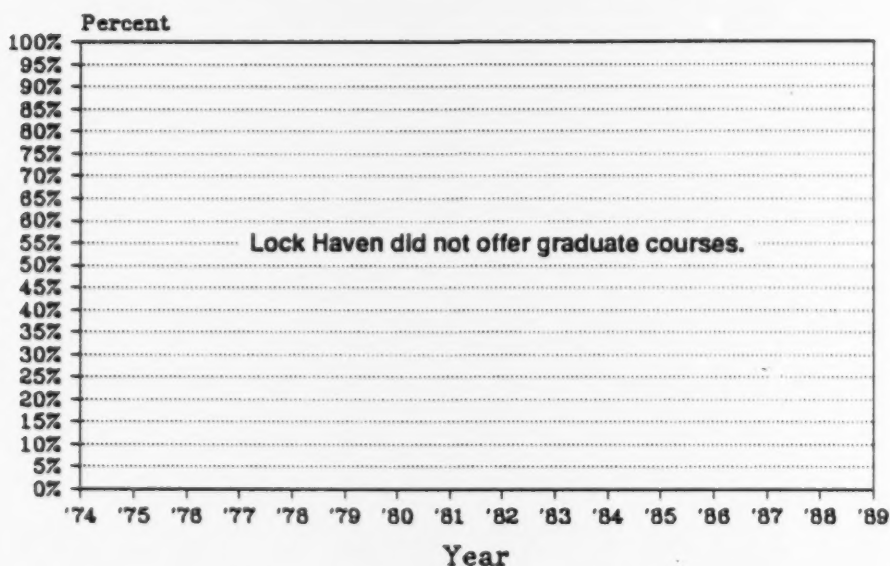


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA



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FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

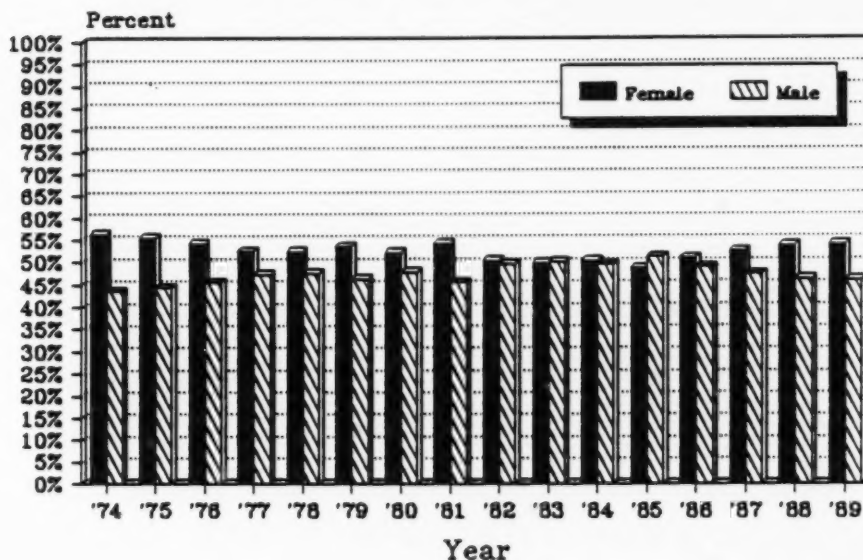
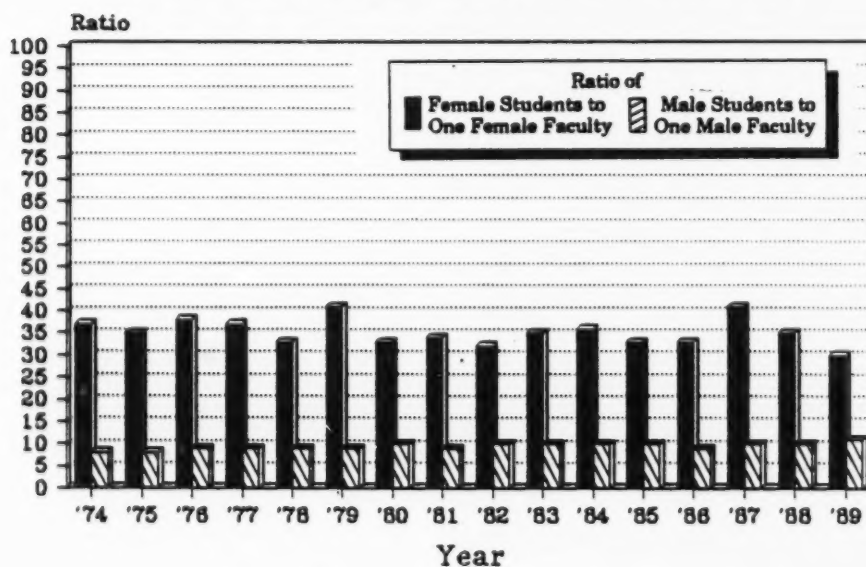


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA



MANSFIELD UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

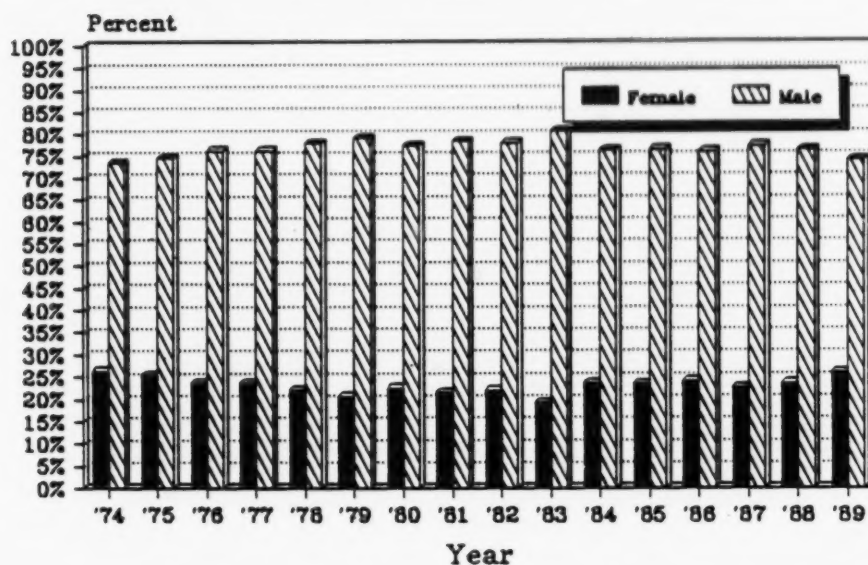


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

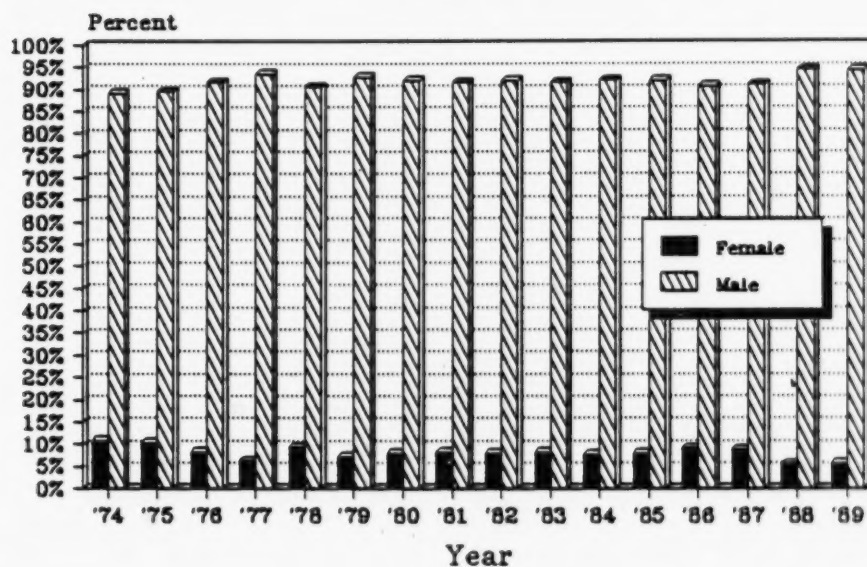


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

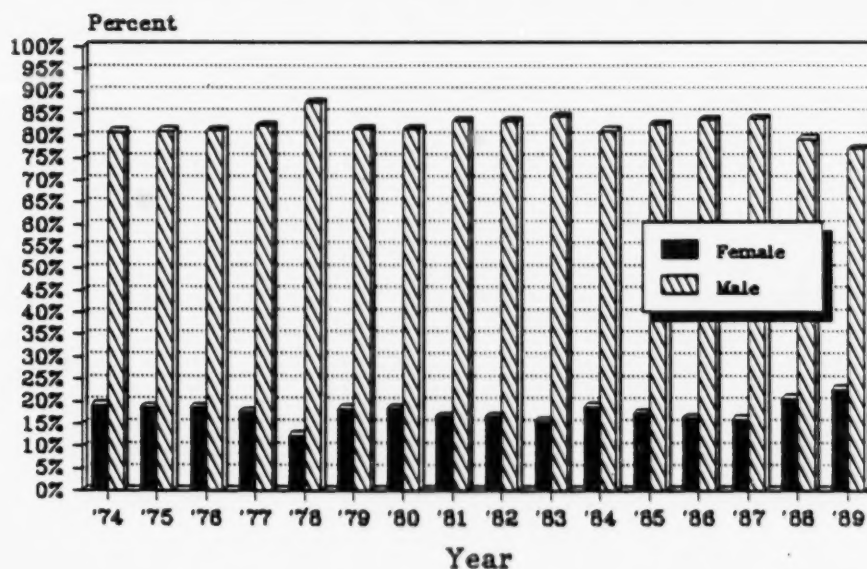


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

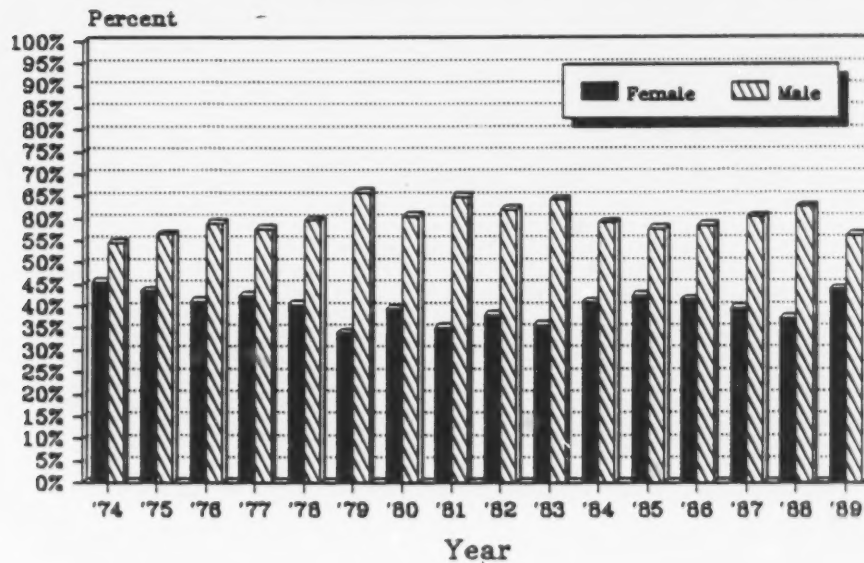


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

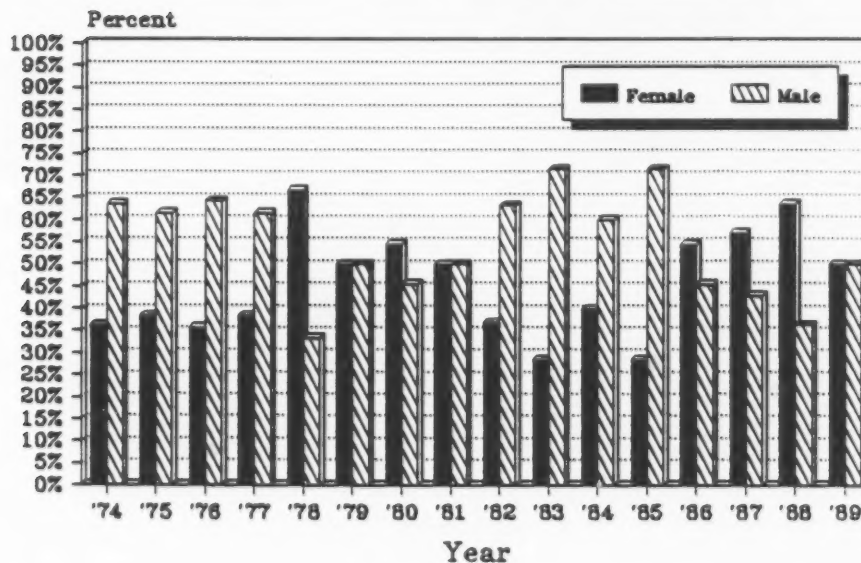
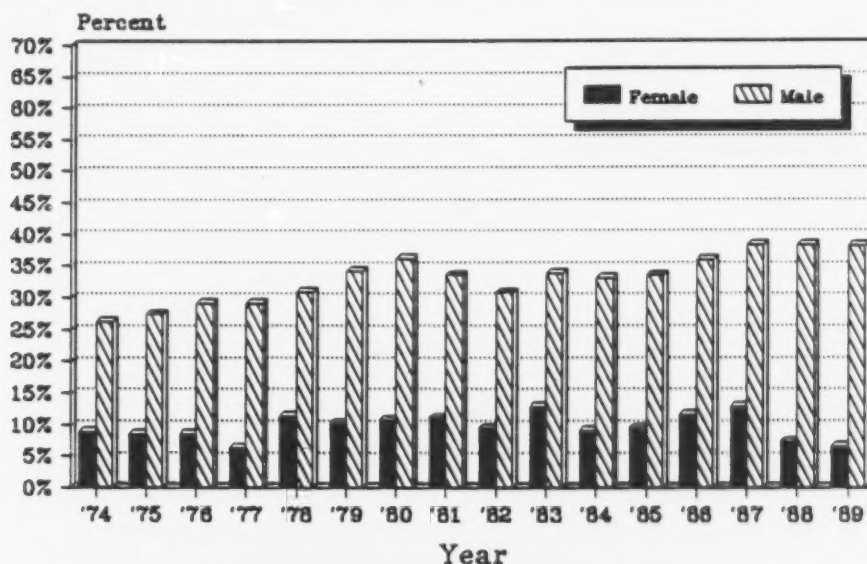


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

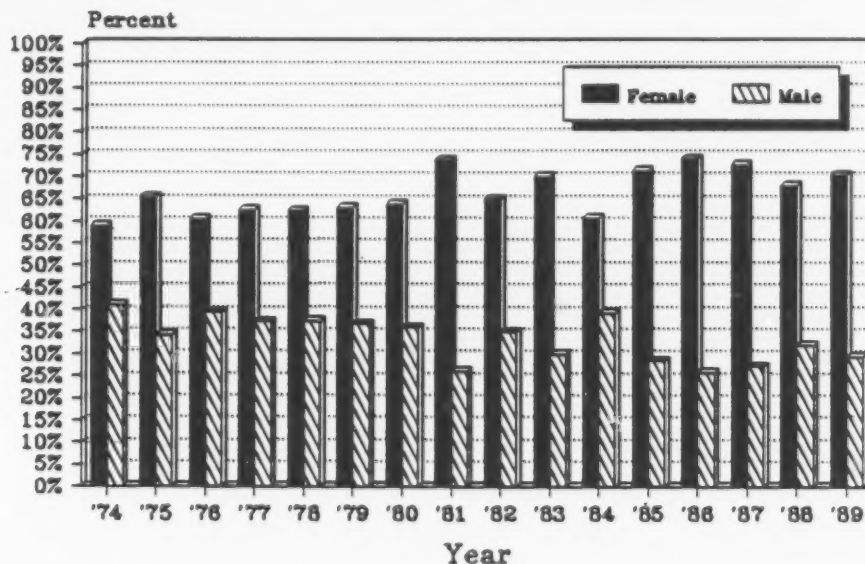


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA

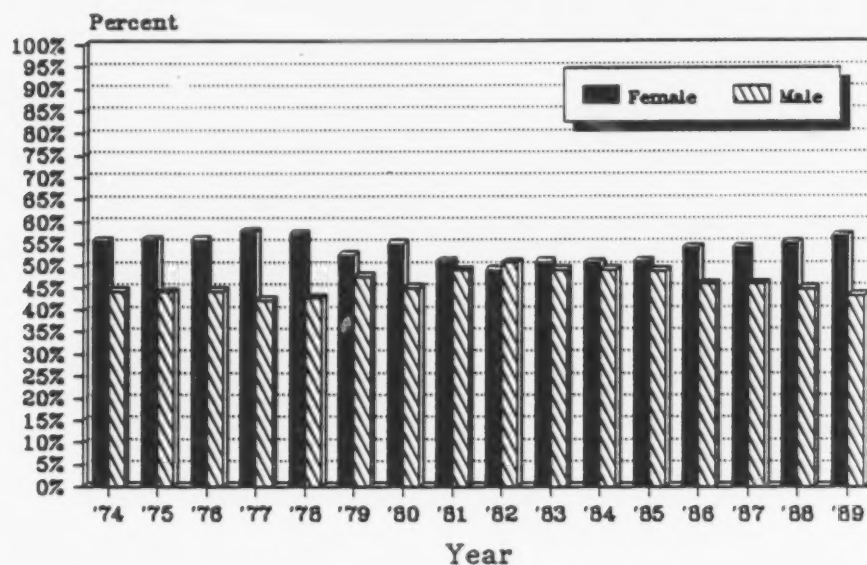
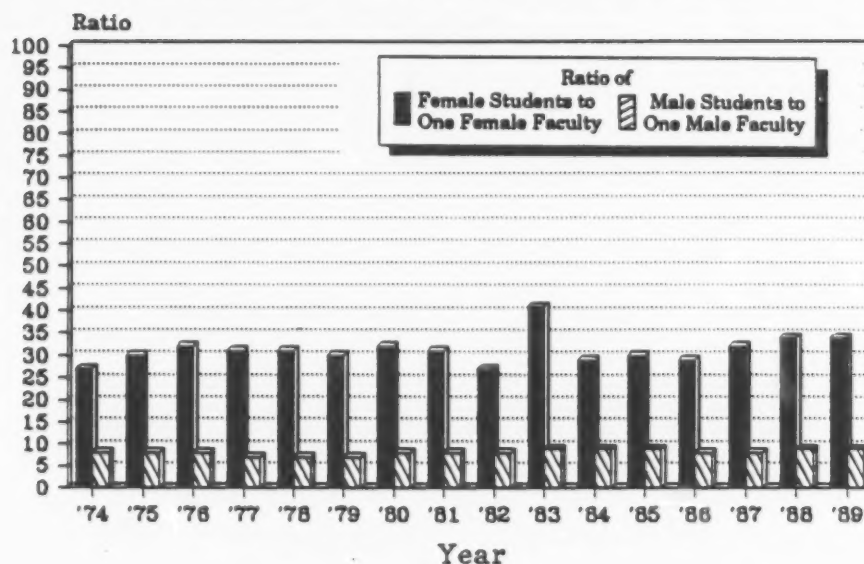


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
MANSFIELD UNIVERSITY OF PENNSYLVANIA



MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

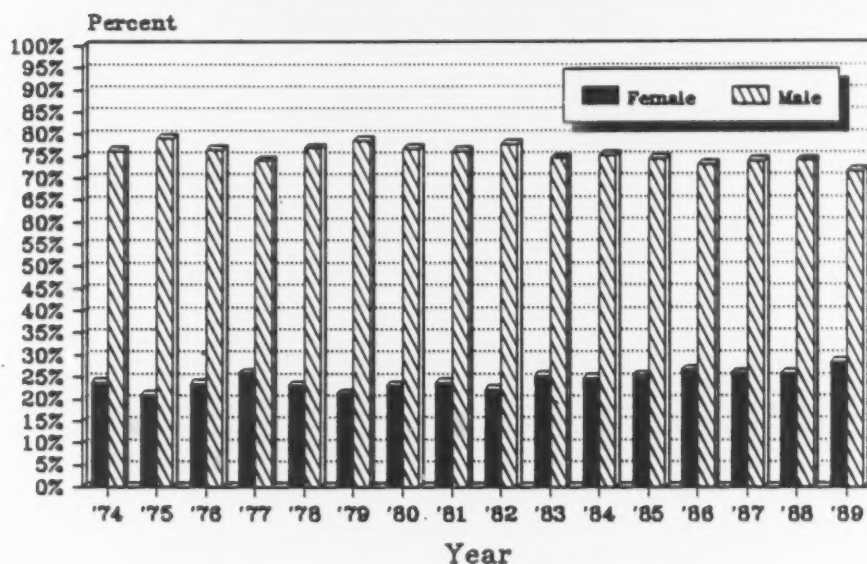


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

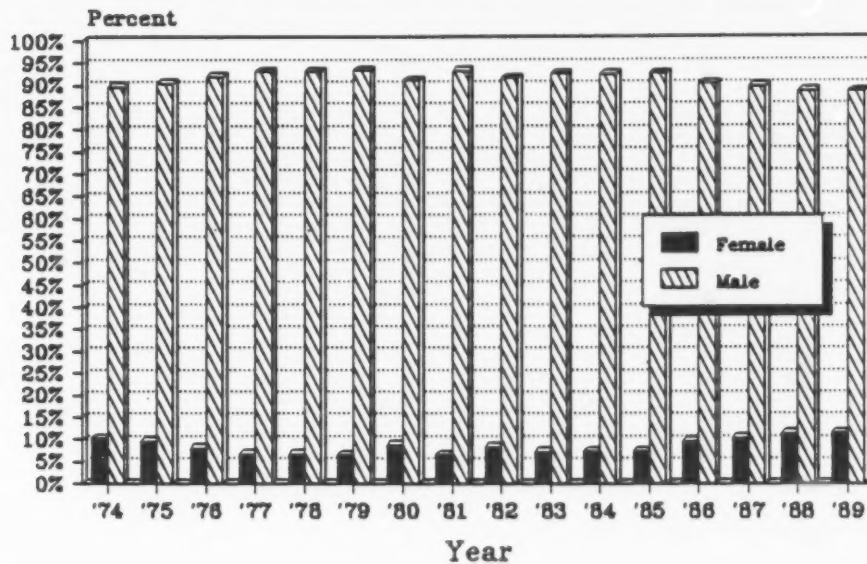


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

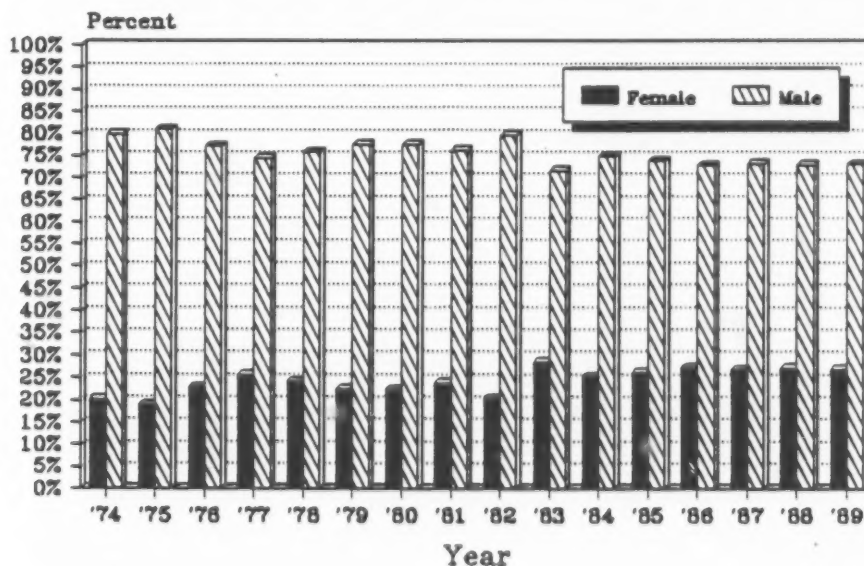


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

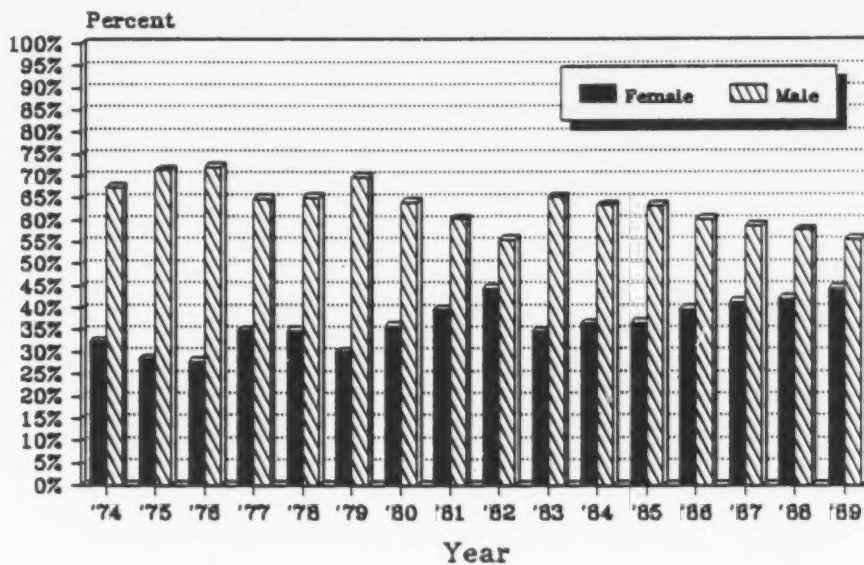


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

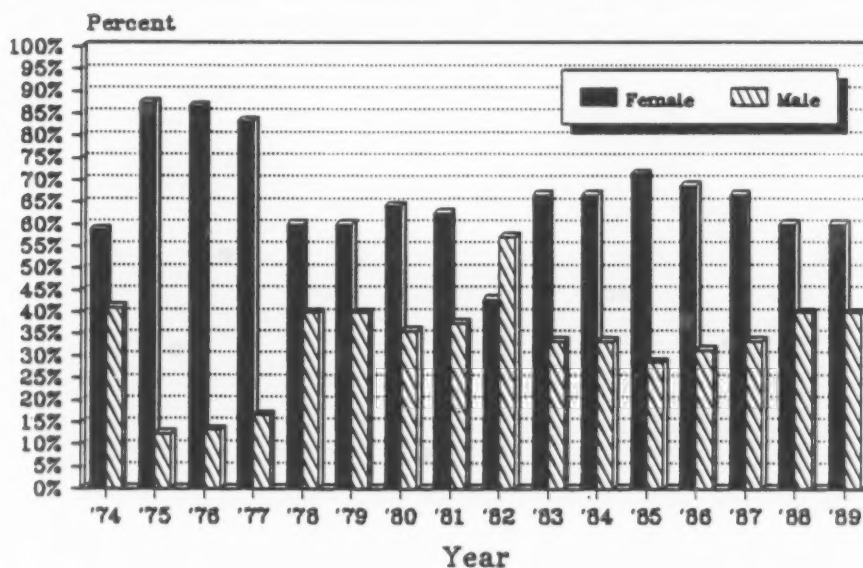
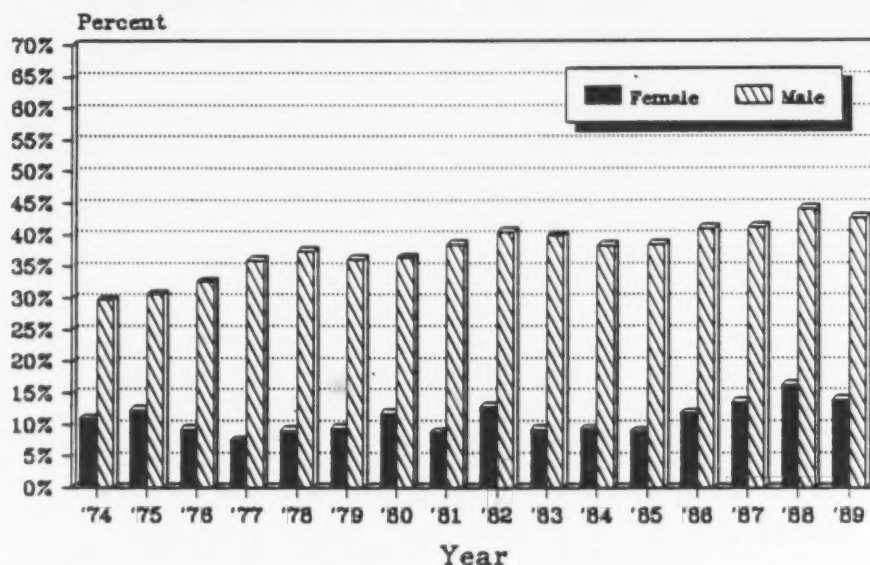


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

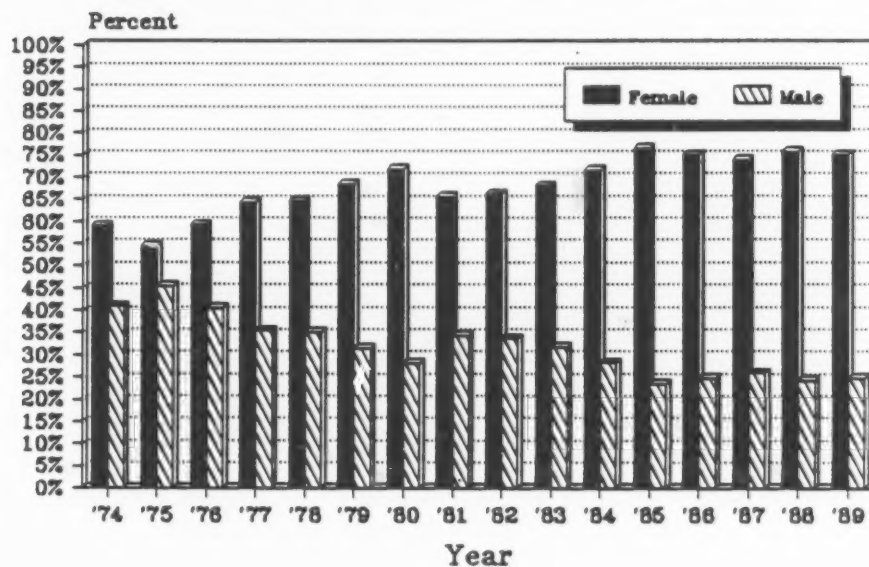


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

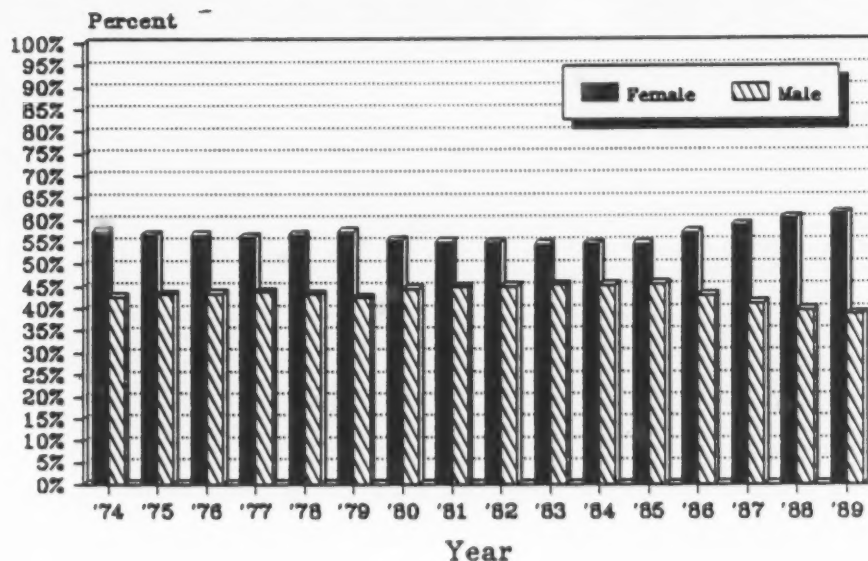
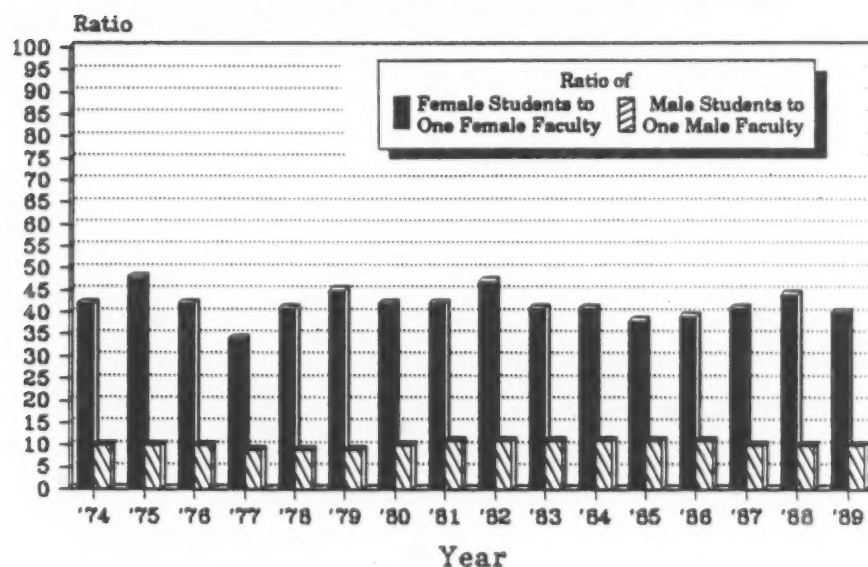


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA



SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

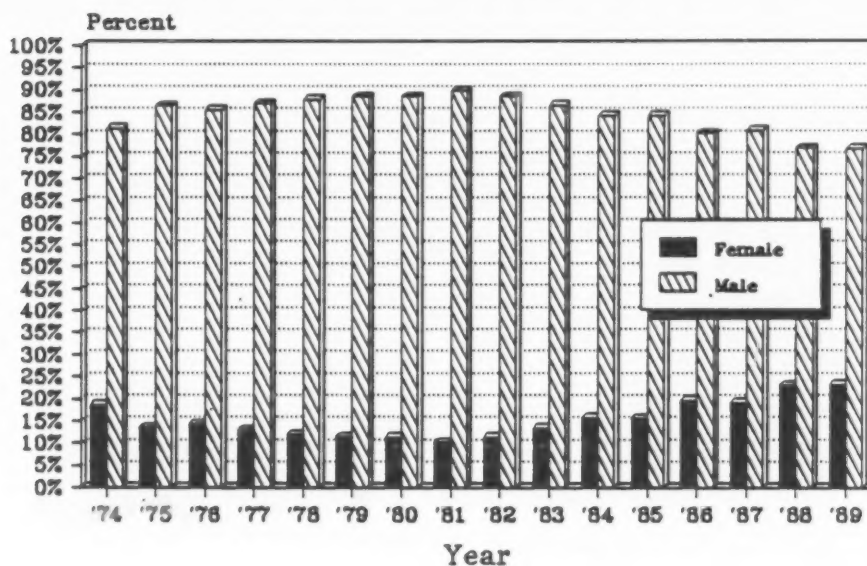


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

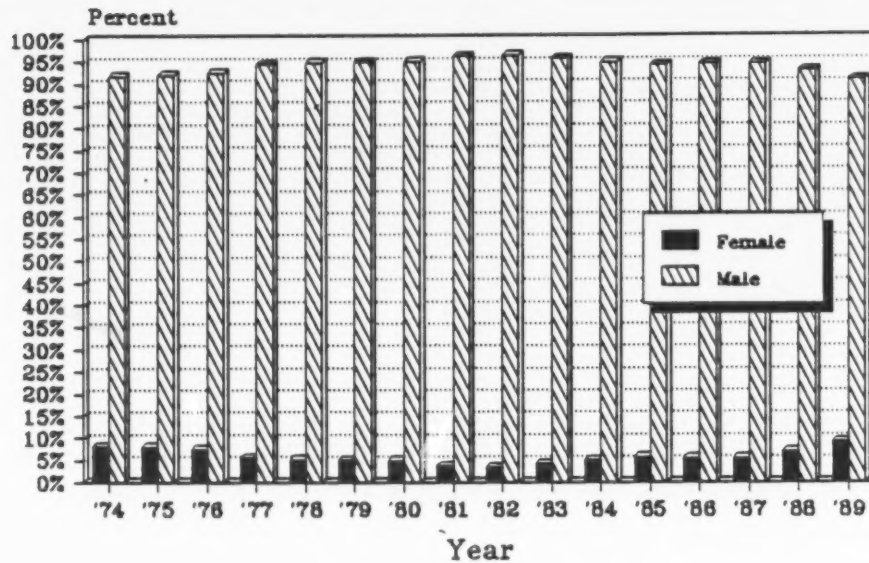


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

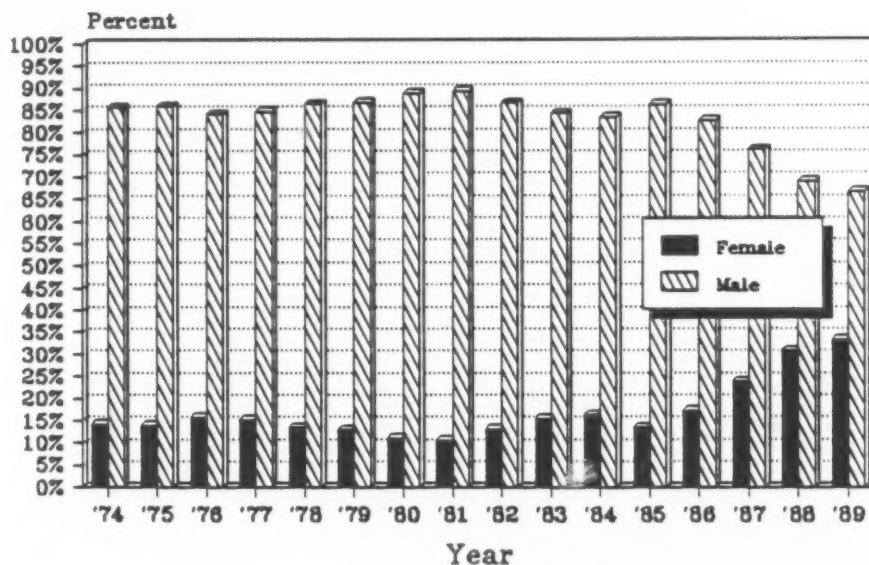


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

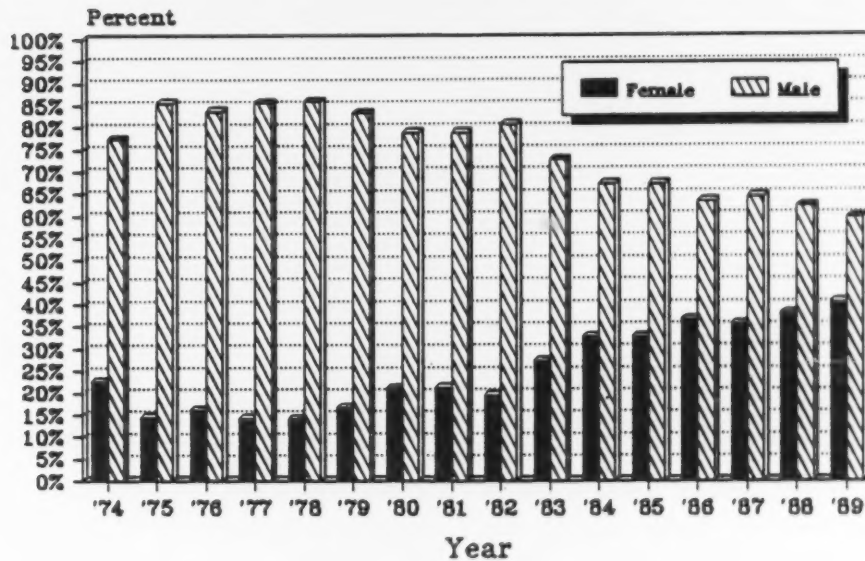


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

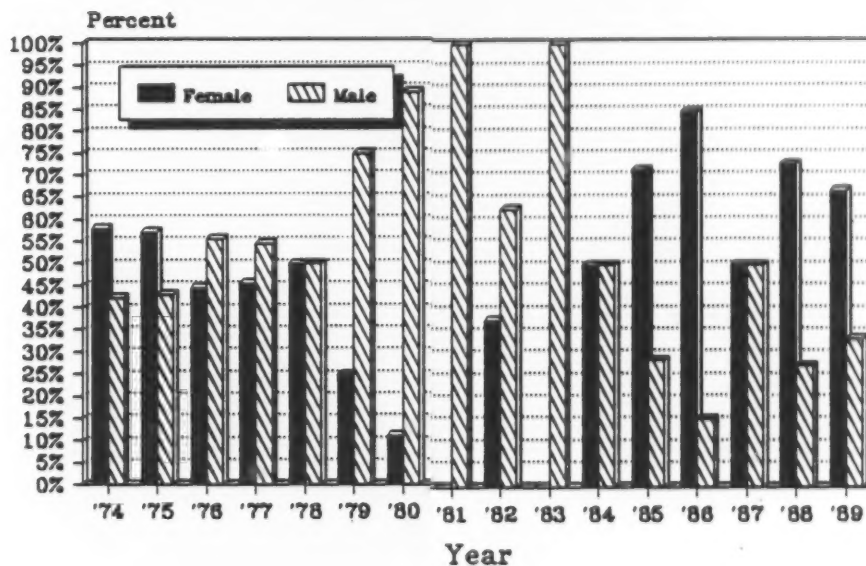
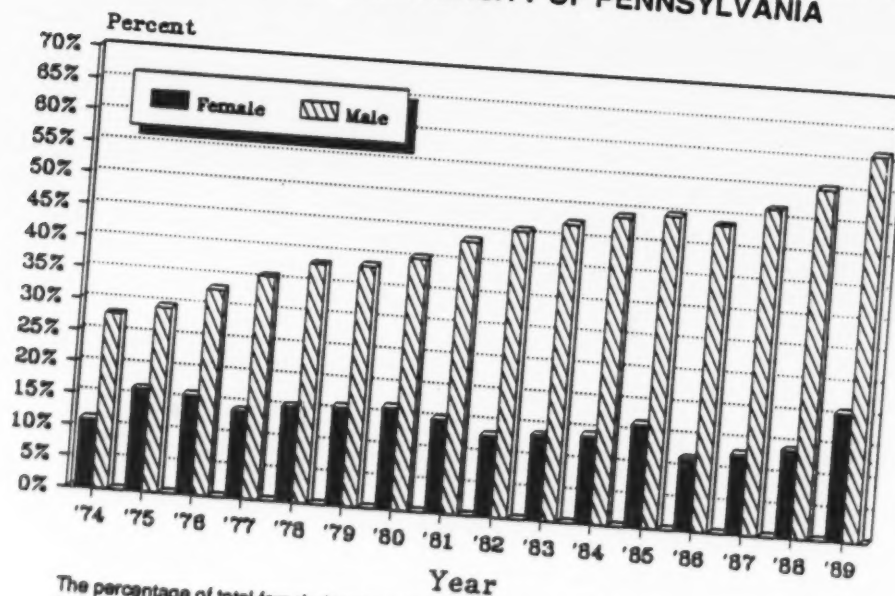


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

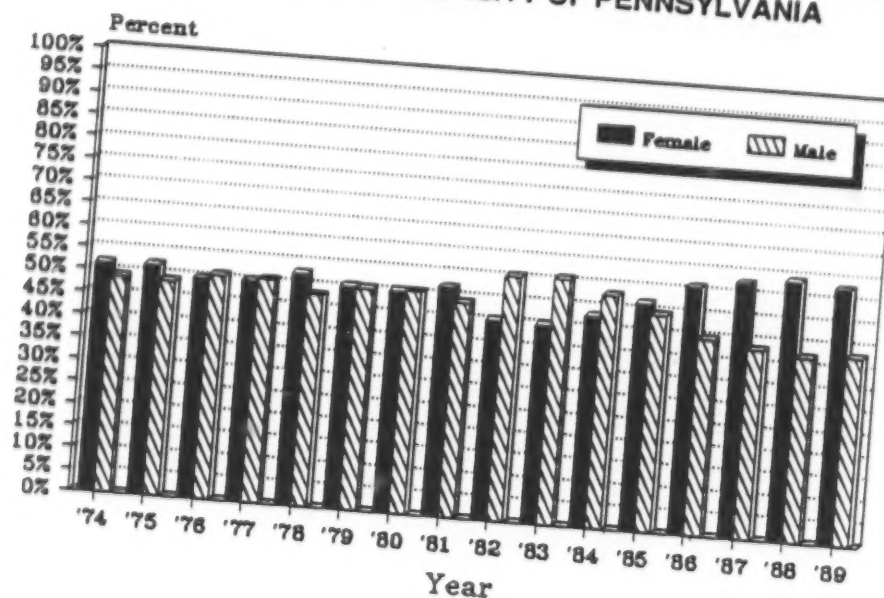


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

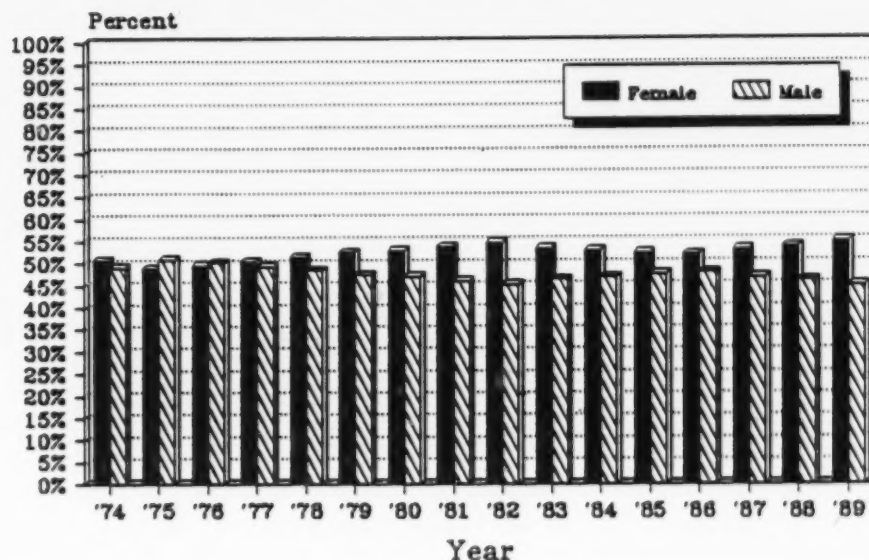
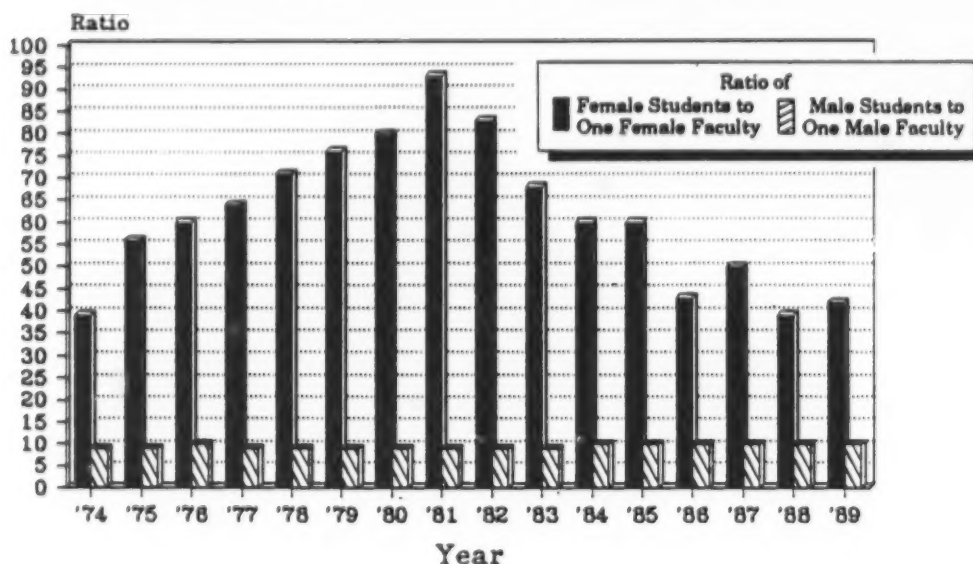


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA



SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

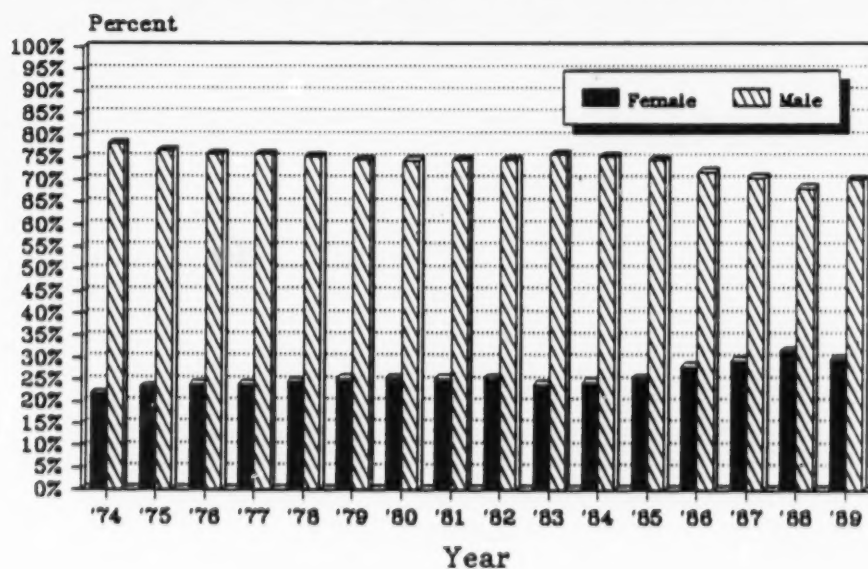


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

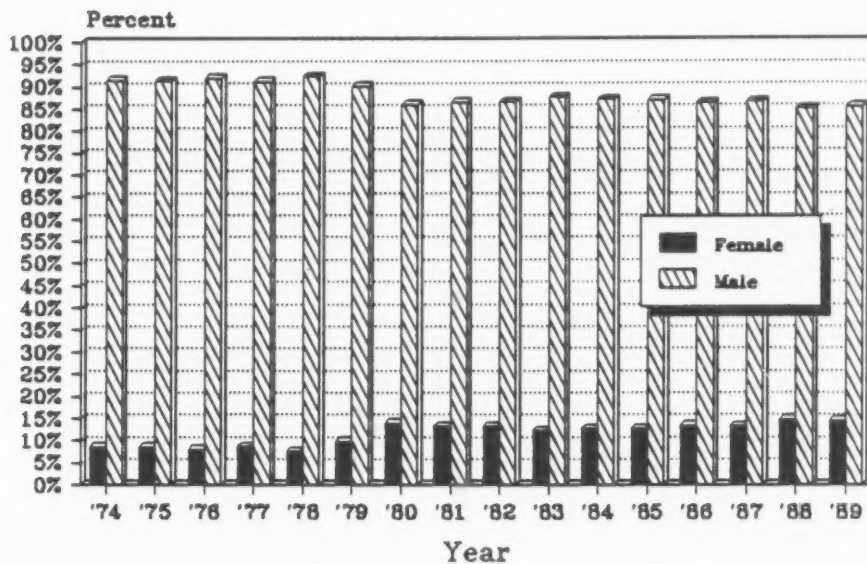


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

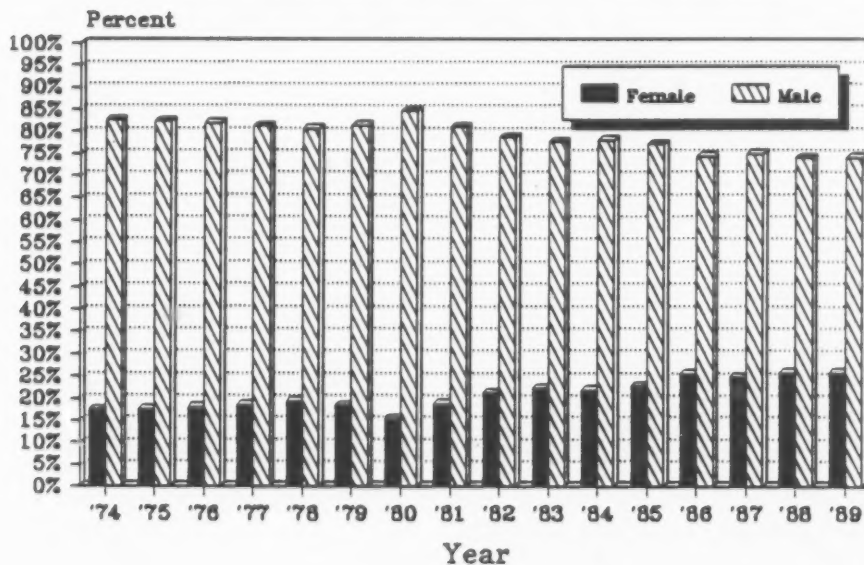


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

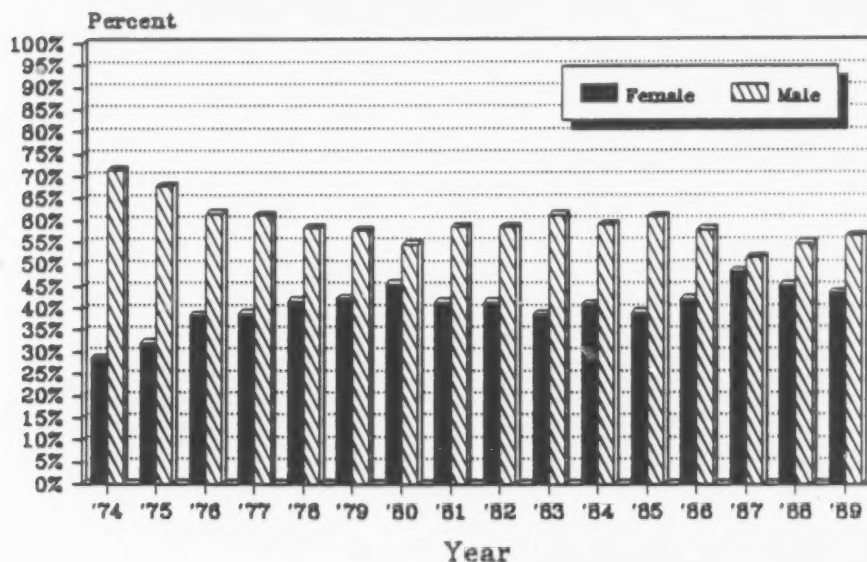


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

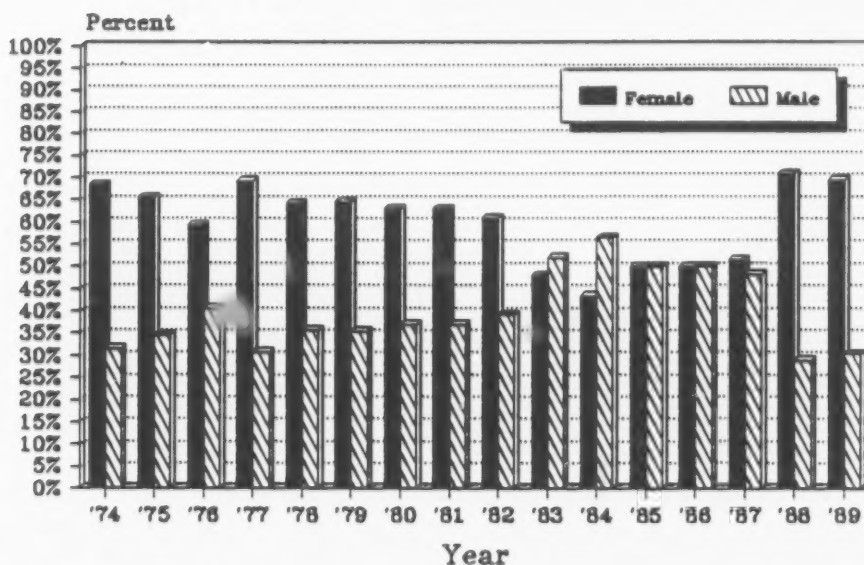
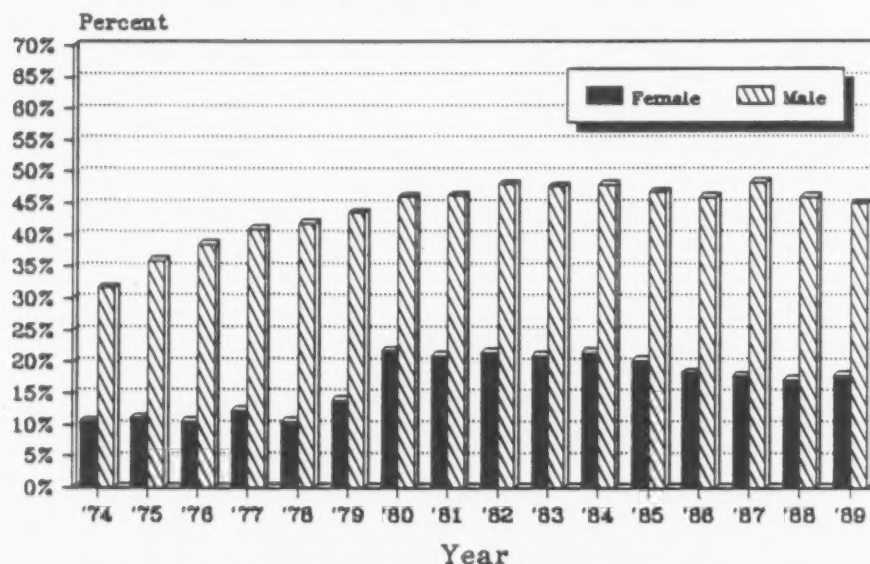


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

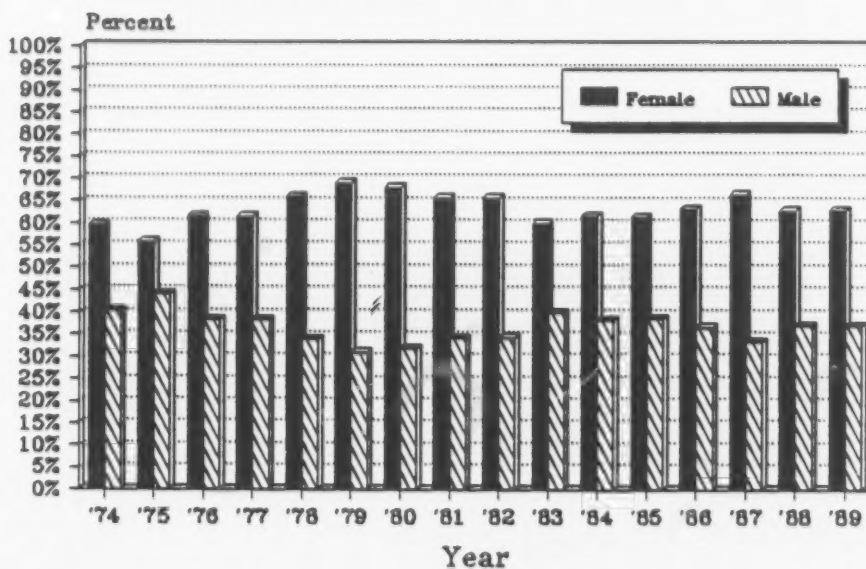


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

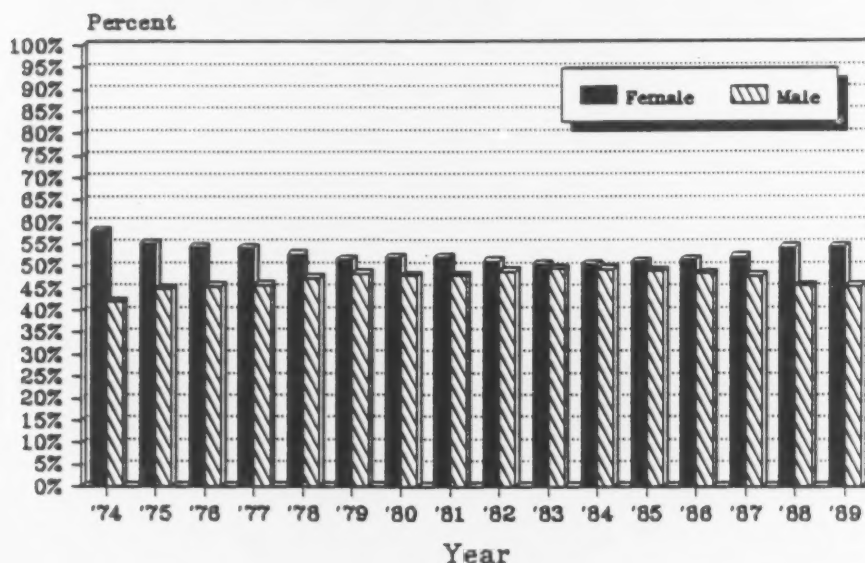
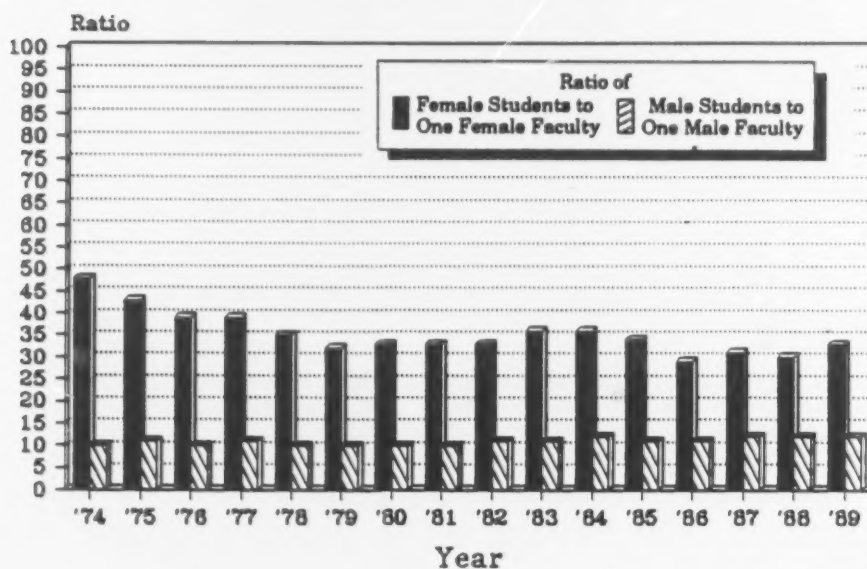


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA



WEST CHESTER UNIVERSITY OF PENNSYLVANIA

FIGURE 1
FULL-TIME TOTAL FACULTY BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

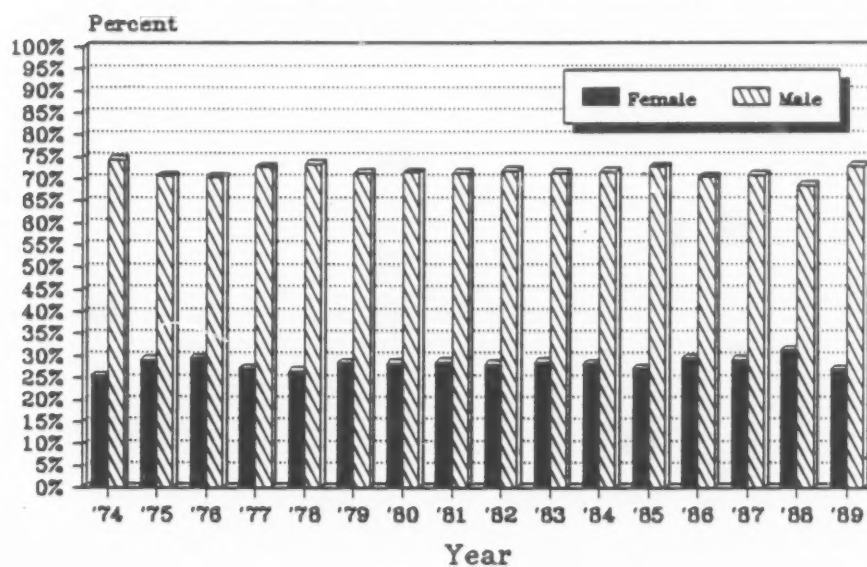


FIGURE 2
FULL-TIME PROFESSOR BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

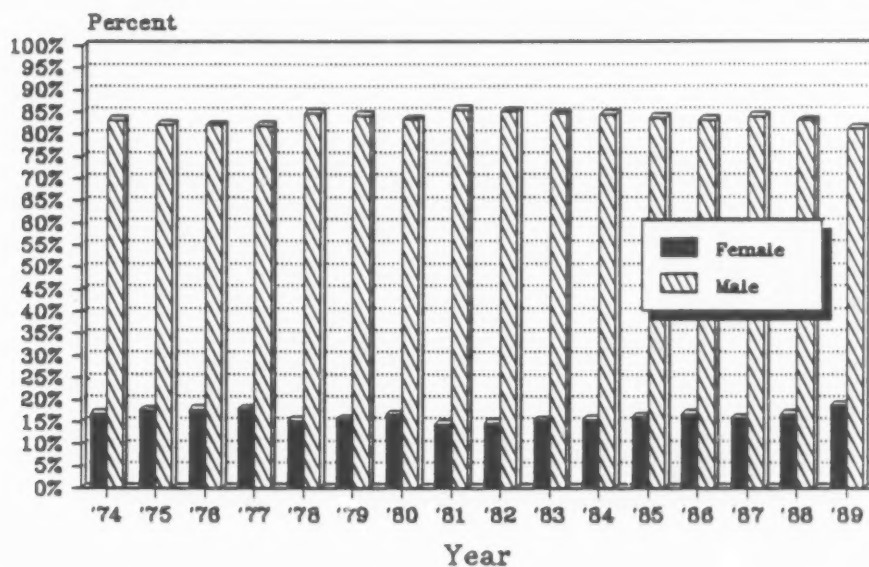


FIGURE 3
FULL-TIME ASSOCIATE PROFESSOR BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

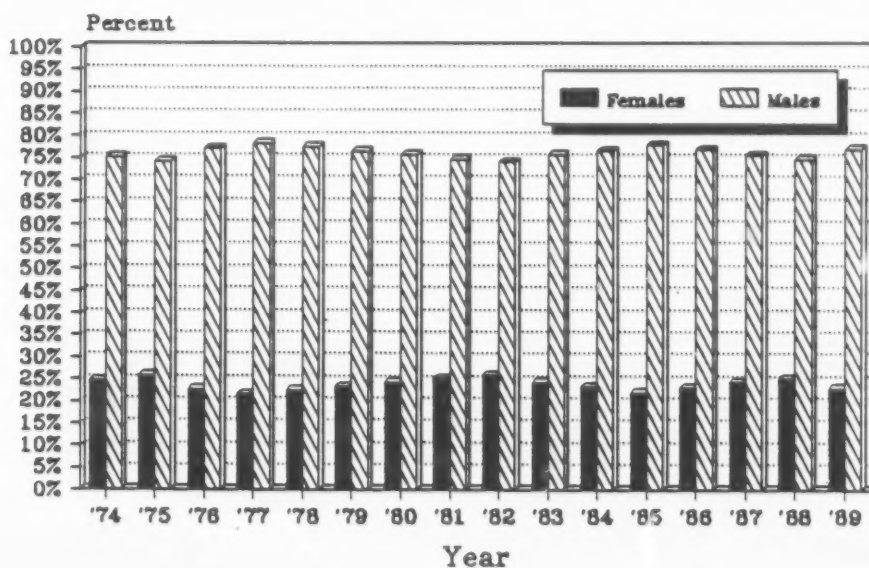


FIGURE 4
FULL-TIME ASSISTANT PROFESSOR BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

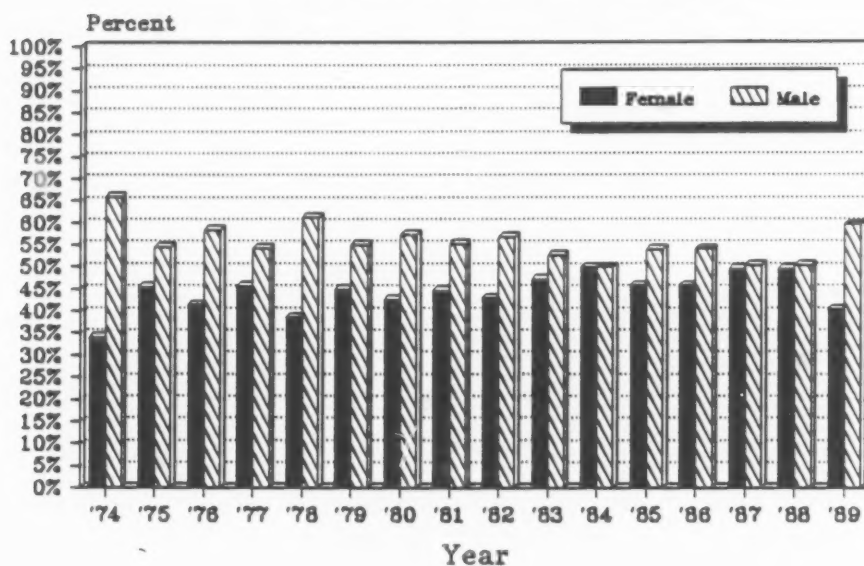


FIGURE 5
FULL-TIME INSTRUCTOR BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

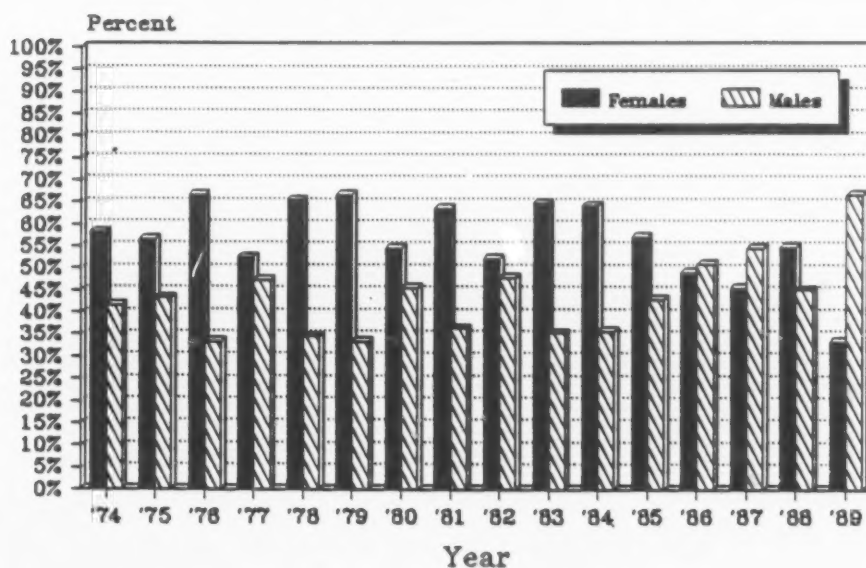
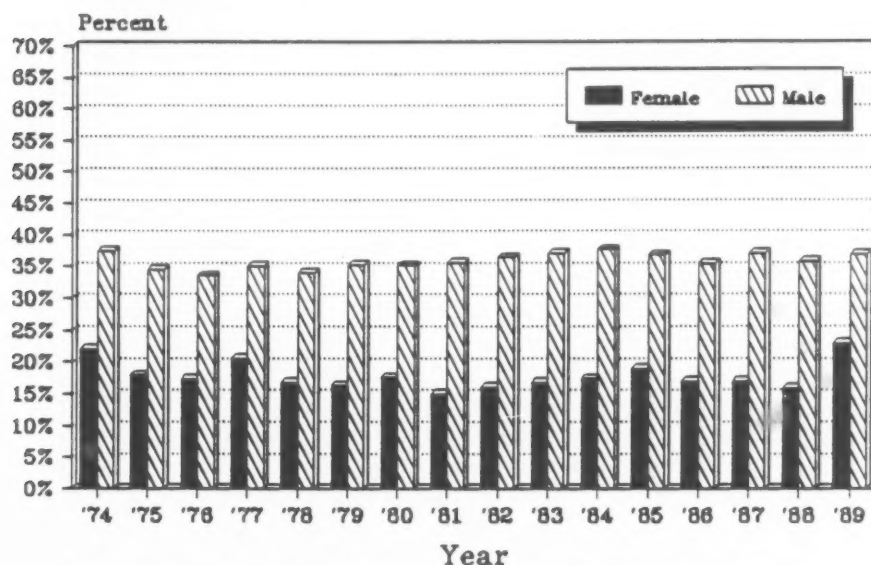


FIGURE 6
FULL-TIME TOTAL FACULTY AT PROFESSOR RANK BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA



The percentage of total female faculty at the professor rank was determined by dividing the number of female full professors by the number of total female faculty. The same calculation was used for male faculty.

FIGURE 7
GRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

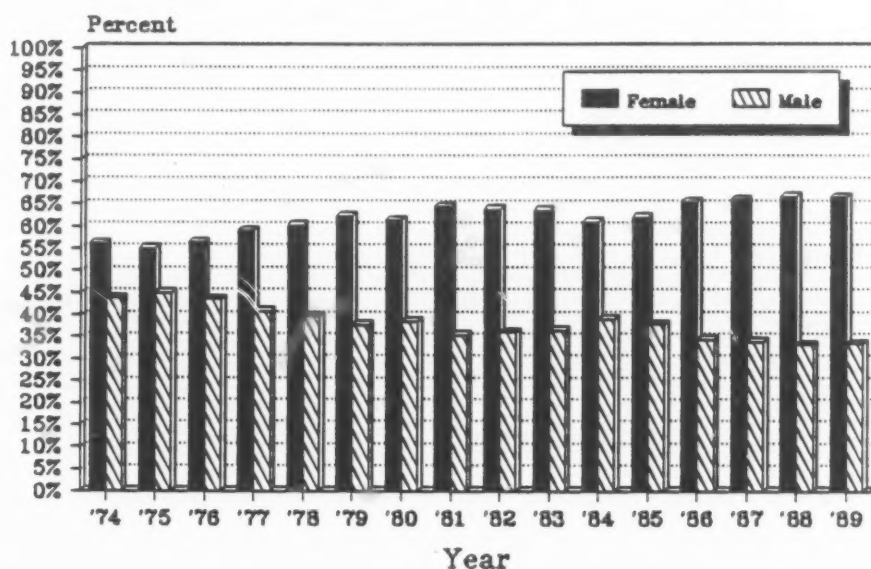


FIGURE 8
UNDERGRADUATE STUDENT FTE ENROLLMENT BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

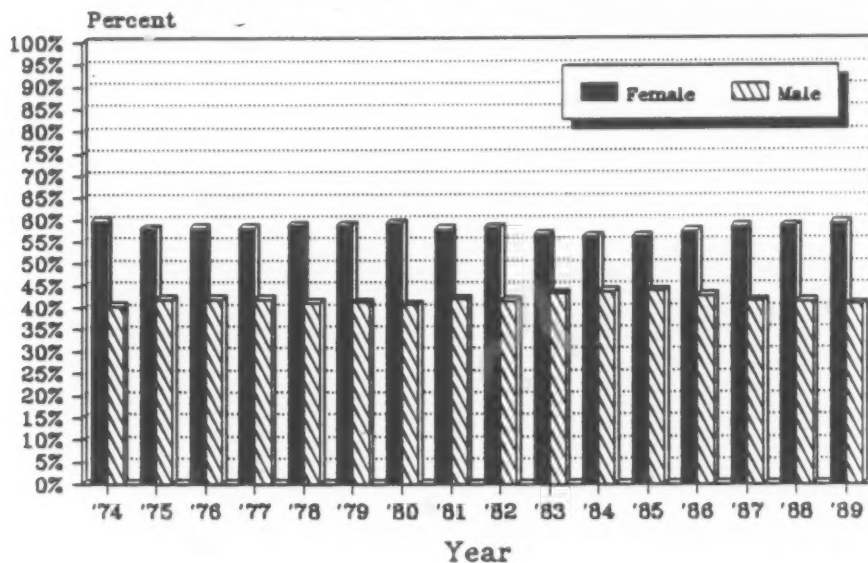


FIGURE 9
RATIO OF UNDERGRADUATE STUDENT FTE ENROLLMENT
TO FULL-TIME TOTAL FACULTY BY SEX 1974-1989
WEST CHESTER UNIVERSITY OF PENNSYLVANIA

